

ACTUALITÉS

Saskatchewan :
La ligne dure l'emporte
sur le bon sens
Voir Page A2

NEWS

OECD report points
higher education in
wrong direction.
See Page A6

COMMENTARY

The subprime market
& international
higher education.
See Page A10

A celebration of solidarity

A5

Sondage : résultats révélateurs

A7

Bookshelf

A8

Prof's dedication leads to award

A9

Careers

B1

CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

VOL 55 | NO 5 | MAY 2008 MAI | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

First Nations University Facing CAUT Censure

THE FIRST NATIONS University of Canada may be censured by CAUT unless the university agrees to remedy gross violations of basic university governance principles, address concerns about academic freedom and respect collective agreements it has negotiated.

Delegates to CAUT's spring Council meeting this month overwhelmingly supported a resolution to censure the university in November if satisfactory steps are not taken to improve governance, academic freedom and respect collective bargaining.

"Censure is an extremely serious action that is very rarely used," said CAUT executive director James Turk. "But First Nations University has violated the most fundamental traditions of university governance, disregarded negotiated agreements and threatened academic freedom. We have an obligation to do everything in our power to remedy the situation."

FNUniv was plunged into crisis three years ago when Morley Watson, a vice-chief of the Federation of Saskatchewan Indian Nations (FSIN) and then-chair of the university's board of governors, summarily dismissed several senior administrators, seized the university's central computers and copied the hard drive with all faculty and student records, and ordered administrative staff out of their offices.

In the face of opposition from academic staff, university elders, the University of Regina Faculty Association and CAUT, the FSIN appointed an all-chiefs task force to recommend an appropriate governance model for the university. The task force reported in November 2005 and recommended a much smaller board

largely independent of the FSIN. "Regrettably, the task force's key governance recommendations were never implemented," Turk said. "Meanwhile, the problems have grown more acute."

Turk said that since Watson's initial intervention, the university has witnessed the dismissal or resignation of the president, two vice-presidents, deans of the three campuses, more than one-third of the academic staff and about half of the administrative, professional and technical staff. Other consequences have been a significant drop in enrollment and in research and special project revenue in addition to a serious financial crisis.

The University of Regina Faculty Association has filed 33 grievances in response to violations of the collective agreement in place for its members at FNUniv. Last year, after concluding negotiations for a collective agreement for academic staff, the university announced that it had insufficient financial resources to implement the agreement.

If censured, FNUniv would face serious difficulties in recruiting and retaining staff and in hosting academic conferences.

"Censure means that the academic community in Canada and abroad will be asked not to accept appointments at a censored institution," Turk said. "They will also be encouraged not to accept an invitation to be a speaker or otherwise participate in any institution-hosted events or conferences and not to accept any distinction or honour that may be offered by the institution. Academic organizations also will be asked not to hold events at the censored institution."

See FIRST NATIONS Page A2



Saskatchewan Party Gov't Undermines Labour Rights

THE SASKATCHEWAN government pushed two laws through the provincial legislature this month that take away the right to strike from thousands of public sector workers, and alter other established labour rights and practices.

Bill 5, the Public Service Essential Services Act, requires public sector unions and employers to begin negotiations on essential services at least 90 days prior to the expiry date of a collective agreement. Essential

Saskatchewan Federation of Labour members protest the government's anti-union bills outside the legislature in Regina May 1, 2008.

services are defined in Bill 5 as services where a full stop of activity would endanger public health and safety, would cause serious environmental damage or the destruction or serious deterioration of machinery, equipment or premises.

If agreement can't be reached

See SASKATCHEWAN Page A2

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Discount Rates Page A9

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CAUT ACPU BULLETIN

PUBLISHED BY | PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

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The *Caut Bulletin* is published each month September through June. Average distribution 43,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available at www.cautbulletin.ca. Career ads are available at www.academicwork.ca.

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Le *Bulletin* de l'ACPPU est publié chaque mois, de septembre à juin. Tirage moyen: 43 000 exemplaires. Répertoire dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les petites annonces et un choix d'articles sont reproduits dans le *Bulletin* en ligne, sur le site www.acppubulletin.ca. Des offres d'emploi sont publiées sur le site www.travailacademique.ca.

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PRINTED IN CANADA BY | IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

LETTERS LETTRES

'Two-state' untenable

I APPRECIATE Neil McLaughlin's brief outline of the history of the anti-apartheid protests at McMaster University this spring (Commentary, April *Bulletin*). I respond to his comment about the usefulness of the phrase "Israeli apartheid" which he sees as potentially compromising a possible two-state solution to the problem.

Unfortunately, the Israel envisaged in the two-state solution would still be a state in which basic rights are differentiated based on ethnic lines, i.e., an apartheid state. For those of us who wish to see an end to such exclusionary regimes, the two-state solution is unacceptable, although it may

be a step on the way to an acceptable long-term solution.

That is the logic of identifying Israeli policies for what they are. Palestinian students and faculty are not being accorded free speech by existing Israeli policies, and I don't see how this will change, barring the ethnic cleansing of four million Palestinians from Israel, given a two-state solution.

Martin Adamson
Zoology
University of British Columbia

A landmark point

WILLIAM BRUNEAU's review of David Levine's *Powers of the Mind: The Reimention of Liberal Learning*

in *America* (Bookshelf, April *Bulletin*) takes the author to task for a Chicago-focused approach to developments in liberal education and an apparent ignorance of related progress in Canada. Professor Bruneau asks: "Was U of C entirely unaware of things happening just across Lake Michigan?" I don't know if U of C was or was not aware of things happening "just across Lake Michigan," but based on my atlas, I'm pretty sure they were aware that such things were or were not happening in the State of Michigan.

Jim Buttle
Geography
Trent University

La ligne dure l'emporte sur le bon sens

LE GOUVERNEMENT de la Saskatchewan a fait adopter deux lois par l'assemblée législative provinciale ce mois-ci. Ces lois privent des milliers d'employés du secteur public de leur droit de grève et modifient d'autres droits et pratiques bien établis en matière de travail.

Le projet de loi 5, intitulé *Public Service Essential Services Act*, exige des syndicats et des employeurs du secteur public qu'ils commencent les négociations sur les services essentiels au moins 90 jours avant l'expiration de la convention collective. Ce projet de loi définit les services essentiels comme étant des activités dont l'arrêt complet pourrait menacer la santé et la sécurité publiques, causer de sérieux dommages à l'environnement ou encore entraîner la destruction ou la détérioration de la machinerie, du matériel ou des installations.

Si aucune entente n'est conclue à la table des négociations, la liste des services essentiels à maintenir en cas

de grève ou de lock-out qui prévaudra sera celle établie par l'employeur. En vertu de la loi précédente, les syndicats de la Saskatchewan pouvaient définir les services essentiels.

Larry Hubich, président de la Saskatchewan Federation of Labour, affirme qu'avec cette mesure, les employeurs verront peu d'avantages à négocier une entente équitable en matière de services essentiels, puisqu'en cas d'échec des négociations, ils auront le pouvoir de déterminer unilatéralement le nombre et même le type d'employés qui n'ont pas droit de grève.

« Les employeurs ne seront pas enclins à s'entendre avec les employés sur les services essentiels », soutient M. Hubich. « Et pourquoi le seraient-ils si, en fin de compte, ils risquent d'être tenus responsables des conséquences? »

Il ajoute que les syndicats de la Saskatchewan « ont toujours assuré la prestation des services essentiels » aux citoyens de la province en situation de

grève. À son avis, la loi reflète les positions idéologiques « d'extrême droite » du Saskatchewan Party.

« C'est un cas grave d'ingérence politique », souligne M. Hubich. « Cette loi est absolument injustifiée, car la sécurité du public a toujours été la priorité absolue des syndicats. C'est une action réellement interventionniste puisque la sécurité n'a jamais été compromise. »

La loi s'applique à tous les employeurs publics, y compris les universités de Regina et de la Saskatchewan.

Le projet de loi 6, qui vise à modifier le *Trade Union Act*, abolit l'accréditation syndicale automatique et augmente à 45 le pourcentage minimal de bulletins signés requis pour déclencher un vote, soit le seuil le plus élevé au Canada.

« C'est inadmissible », a déclaré James Turk, directeur général de

Voir SASKATCHEWAN à la page A10 C3

Saskatchewan

C3 From PAGE A1

at the bargaining table, an employer's list of essential services to be maintained during a strike or lockout would prevail. Under former legislation, unions in Saskatchewan were allowed to designate essential services.

Saskatchewan Federation of Labour president Larry Hubich said he finds it unlikely employers will find any incentive to negotiate a fair essential services agreement because failure to do so ultimately allows them to unilaterally define the numbers of workers and even individuals who can't strike.

"Employers are not going to be too likely to agree to essential services," Hubich said. "Why would they, when by doing so they may incur liability down the road?"

Hubich says Saskatchewan unions "have always provided emergency services" to the province's citizens during strikes and the legislation is a reflection of the "hard right" ideological position of the Saskatchewan Party government.

"This is significant political interference. There is absolutely no justifica-

tion for this legislation because unions have always put public safety first," he said. "It's really intrusive because safety has never been an issue."

The Act applies to every public employer, including the University of Regina and University of Saskatchewan.

Bill 6, the Trade Union Amendment Act, abolishes automatic union certification and raises the minimum percentage of signed cards needed to trigger a vote to 45 per cent, the high-threshold in Canada.

"Unreasonable," said CAUT executive director James Turk, when asked about the legislation. "There's nothing fair or balanced in these bills. The overriding intent is to weaken the ability of employees to exercise their right to freedom of association and bargain collectively."

Both Turk and Hubich point to the June 2007 decision of the Supreme Court of Canada that struck down parts of British Columbia's Health and Social Services Delivery Improvement Act, while confirming the constitutional right of freedom of association and the procedural right to collective bargaining.

The case involved unions in B.C.'s healthcare sector and their members, who challenged the constitutional validity of the law as violating the guarantee of freedom of association and equality protected by the Canadian Charter of Rights and Freedoms.

Hubich said Saskatchewan public sector unions are now contemplating a similar legal challenge. ■

First Nations

C3 From PAGE A1

Censure was last imposed in 1979 on Memorial University of Newfoundland and on the University of Calgary.

Turk said CAUT will meet with representatives from FNUUniv on June 24 to discuss concerns.

"We're looking forward to that opportunity to sit down with the First Nations University and see if we can work out a mutually satisfactory solution," he added. ■

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

CAUT President: The Best Job in the World



By GREG ALLAIN

OVER THE LAST TWO YEARS, I've often been asked: "How do you like being president of CAUT?" and, "It must be a lot of work?" And I always replied that of course it's a lot of work, it's a full-time job, but I absolutely love it! In fact, I think it's the best job in the world. Let me explain.

As a sociologist, one of my areas of interest is work — how it's evolved, how it's organized and by whom and in whose interest. One of the classes I teach is "Industrial and Post-Industrial Societies," where I look at the factors affecting the organization of work and how corporations shift jobs around in our globalized economy, leaving battered communities and regions in their wake. I also teach the "Sociology of Trade Unions," showing how unions have a strong history of working to stop corporations' attacks against workers and build bargaining power, and leading the collective resistance to employers' unvarying quest for control of the workplace and the maximum increase in profit possible.

In addition, as a union activist, I've been involved in my local academic staff association at the University of Moncton for a number of years, including four years as president. I led our first strike in March 2000, where we won significant gains for

faculty and librarians, including serious inroads into achieving salary parity with our English-speaking colleagues in New Brunswick. Just as important, during those five weeks when we were out on the picket lines, our 300 members got to know each other and learned much about the power of solidarity.

So it was a great privilege, and a great joy, to be elected to the CAUT executive in April 2000, where I successively served as a member-at-large, treasurer and vice-president, before being elected president in 2006. And it's not the position that's important: it's having the opportunity to work for a progressive organization that has become not only the leading voice of university and college academic staff across Canada, but also a growing and engaged organization that strives to make a difference in the complex and rapidly changing landscape of Canadian post-secondary education. Here are just a few examples.

One of the major threats to the quality of post-secondary education is government underfunding. Since the mid-1980s, the great deficiency in our universities and colleges is a paucity of core funding. Just to go back to the funding levels of 1994-1995, allowing for inflation and population growth, would require an immediate injection

of approximately \$4 billion into the post-secondary education sector.

The chronic underfunding has resulted in university and college administrators scrambling to find new sources of revenue: skyrocketing tuition fees, which are increasing debt loads for students and curtailing open access; the ever-heightened call to commercialize research and privatize higher learning institutions, and the growing casualization of academic work, as employers increasingly search for "flexibility" and cheap labour.

These are formidable trends to be up against, but CAUT has been very proactive in its efforts on these fronts. Our annual Parliament Hill day continues to be at the forefront of our lobbying efforts to try and convince the federal government of the crucial importance of increased and reliable core funding for our institutions. Our Post-secondary Education Act has served as a very useful pedagogical device in illustrating the type of legal framework that could achieve adequate funding. Among other means CAUT uses to further that end is its annual brief to the House of Commons Standing Committee on Finance, joint federal lobbying work with colleagues in Quebec's Fédération québécoise des professeurs et professeurs d'université, writing to MPs and presenting

at national education conferences.

While the feds have channeled more money into research in recent years, the extra funds usually come with strings attached. Research funding plans often call for co-funding from private or other sources and they distort academic and collegial priorities by heavily favouring certain fields — health and natural sciences over social sciences and humanities, for instance. In the last two federal budgets, the increases allocated to the three granting councils were targeted to specific priority areas.

The fight for better public funding of higher education is going to be a long-term one. How legislators fail to understand that universal demand for post-secondary education is growing and the importance of R&D for our economy is beyond me. I'd sometimes be tempted to yell: "Hey! It's not a cost, it's an investment!"

One area where CAUT has achieved spectacular success is in organizing contract academic staff. In 2000, a decision was made to organize all unorganized contract academics across Canada. An organizer was hired, a contract academic staff committee of the executive was created and, in the space of eight short years, we can safely say: mission accomplished. More than 10,000 contract academics are now unionized within faculty associations, either in the same bargaining unit or in a separate one. That is a considerable achievement!

See THE BEST JOB Page A4

LE MOT DU PRÉSIDENT

Président de l'ACPPU : Le meilleur job au monde

Par GREG ALLAIN

LES DEUX DERNIÈRES années, on m'a souvent demandé: « Comment trouvez-vous votre poste de président de l'ACPPU? » et « Cela doit représenter beaucoup de travail? » J'ai toujours répondu qu'évidemment cela représente beaucoup de travail, que cela m'occupe à temps plein, mais que j'en suis absolument ravi! En fait, je crois que c'est le meilleur job au monde. Permettez-moi de m'expliquer.

Comme sociologue, je m'intéresse notamment à la question du travail : son évolution, son organisation, de même que les gens qui exercent une influence à ce chapitre et les intérêts ainsi servis. L'un des cours que je donne porte sur les sociétés industrielles et postindustrielles. J'y aborde les facteurs qui déterminent l'organisation du travail et la façon dont les entreprises déplacent les emplois dans notre économie de plus en plus soumise aux effets de la mondialisation, laissant dans leur sillage des collectivités et des régions bouleversées. Je donne également un cours sur la sociologie du syndicalisme, où j'explique comment les syndicats ont agi

avec force pour parer les offensives des entreprises à l'endroit des travailleurs, renforcer leur pouvoir de négociation et jouer un rôle moteur dans la résistance collective à la quête constante que poursuivent les employeurs pour contrôler le milieu de travail et accroître leurs profits au maximum.

En outre, à titre de militant syndical, j'ai participé pendant quelques années à l'association du personnel académique de l'Université de Moncton, que j'ai présidée pendant quatre ans. J'ai piloté notre première grève en mars 2000, qui nous a permis de faire d'importants gains pour les professeurs et les bibliothécaires, notamment d'effectuer des percées significatives vers l'équité salariale avec nos collègues anglophones du Nouveau-Brunswick. Surtout, pendant les cinq semaines passées sur les piquets de grève, les 300 membres ont eu l'occasion d'apprendre à se connaître et de prendre conscience du pouvoir de la solidarité.

J'ai donc été très heureux d'avoir le privilège d'être élu au comité de direction de l'ACPPU en avril 2000, dont j'ai été successivement membre ordinaire, trésorier et vice-président, avant d'être élu à la présidence

en 2006. Détenir le titre de président n'était pas ce qui m'importait le plus; j'étais surtout heureux d'avoir la chance de travailler au sein d'un organisme progressiste qui non seulement est devenu le principal porte-parole des membres du personnel académique des universités et des collèges du Canada, mais qui est également un organisme en pleine expansion et déterminé à contribuer au façonnement du paysage complexe de l'éducation post-secondaire au Canada, qui évolue à un rythme accéléré. En voici quelques exemples.

Le sous-financement public constitue l'une des principales menaces à la qualité de l'éducation postsecondaire. Depuis le milieu des années 1980, l'insuffisance du financement de base accordé à nos universités et collèges représente une grande lacune. Si l'on voulait simplement porter le niveau de financement des établissements à celui qui avait cours en 1994-1995, compte tenu de l'inflation et de la croissance démographique, il faudrait injecter immédiatement environ 4 milliards de dollars dans le secteur de l'éducation postsecondaire.

À cause du sous-financement chronique,

les administrateurs des universités et des collèges font des pieds et des mains pour trouver de nouvelles sources de revenus : les frais de scolarité ont monté en flèche, ce qui alourdit la dette des étudiants et réduit l'accès aux études; on cherche de plus en plus à commercialiser les résultats de recherche et à privatiser les établissements d'enseignement supérieur; le travail académique est de plus en plus précaire, les employeurs recherchant de plus en plus des ressources humaines « flexibles » et de la main-d'œuvre à bon marché.

Voilà autant de tendances qu'il est impérieux de combattre, et l'ACPPU est très active sur ces fronts. Notre Journée annuelle sur la Colline du Parlement demeure centrale dans nos activités de lobbying destinées à convaincre le gouvernement fédéral de l'importance cruciale d'accorder à nos établissements un financement accru et assuré. Notre projet de Loi canadienne sur l'enseignement postsecondaire est un très bon exemple du type de cadre juridique permettant d'établir un financement adéquat. Pour atteindre ce but, l'ACPPU met en œuvre

Voir LE MEILLEUR JOB à la page A4

PRESIDENT'S COLUMN LE MOT DU PRÉSIDENT

The Best Job

Continued From PAGE A3

The next challenge, of course, is to help them bargain favourable collective agreements. We have helped our local associations in negotiating significant gains in part-timers' working conditions and pay and our next objective is to bargain the pro-rata model, which defines and compensates part-time work as a percentage of full-time work.

CAUT has helped many associations achieve victories in collective bargaining, in spite of the fact that employer aggression is becoming a more prevalent part of bargaining. In fact, our university and college employers now often fail to take bargaining demands seriously until a strike vote has been held, or sometimes not before association members go out on strike.

In recent times, I've walked the picket lines with striking colleagues at the University of Prince Edward

Island, Bishop's, Acadia and St. Thomas. The solidarity, determination, organization and good cheer our colleagues displayed on the picket lines and at local rallies was outstanding. An ominous note, however, was the preemptive lock-out over the Christmas holidays of academic staff at St. Thomas University, an institution that prides itself on its Catholic image. Shame on you, STU governors and administrators! We can only hope this unprecedented move by a university administration proves to be an anomaly.

I could speak of many other areas where CAUT has been at the vanguard, such as in the fight to defend academic freedom. We usually only hear about the most serious cases, where a committee of inquiry is set up to find out what has happened, but there are many others. Constant vigilance is of the utmost importance, as well as a vigorous defense of academic freedom, whenever and wherever it is under attack!

In recent years, CAUT has

established itself as a serious player on the international scene. With modest means, we have been able to exert considerable influence within Education International, a global federation with more than 30 million members from 171 countries. I was particularly proud of presenting CAUT's first motion at EI's 5th World Congress in Berlin last July — a broad and strong resolution championing the rights of contract academics that was approved unanimously by the meeting.

I was also pleased to make presentations on the Canadian situation at the 6th EI Higher Education Conference in Malaga in October and at a national teachers' unions conference in Washington in March. In addition, CAUT was instrumental in setting up the North American EI Higher Education Caucus, where we meet twice yearly with our Quebec and American colleagues to exchange information and devise joint action plans to further the work of

EI on issues such as opposing OECD initiatives on higher education and monitoring CAITS talks for market opening commitments, which could eventually include the higher education sector.

Yes, there are a lot of meetings, workshops and conferences to attend when you're CAUT president. I've always relished the opportunity to welcome people to CAUT events and to participate in other meetings, whether it is the CAUT Defence Fund meeting, provincial meetings, the western regional, or the annual meetings of member associations celebrating a special anniversary or occasion. All of these were valuable and rewarding and my favourite part of traveling was the opportunity to meet up with so many wonderful colleagues from all over Canada.

This is my last column as CAUT president. I have really enjoyed writing these monthly pieces. I tried to focus on topics that matter to all of us such as working conditions (health and

safety, occupational stress and bullying) and the work associations do (bargaining, grievances and communications) and the challenges they face, particularly association leadership renewal. I'm particularly proud of the four-part series "What a Difference 12 Years Make: CAUT on the Move," in which I document, in the absence of an official history of the organization, the tremendous growth in CAUT involvements over the last few years.

CAUT is a great organization to serve, and I want to thank all my fellow executive committee members for their hard work and commitment. I also want to warmly thank our professional and dedicated staff, and in particular our very effective and hard-working executive director, James Turk, for leading the way and getting everything done. It's been a privilege to work closely with him and all other members of staff. These have been two of the most rewarding years of my life! Long live CAUT! ■

Le meilleur job

Continued From PAGE A3

plusieurs moyens, dont la présentation d'un mémoire annuel au Comité permanent des finances de la Chambre des communes, des activités de lobbying auprès du gouvernement fédéral en collaboration avec la Fédération québécoise des professeurs et des professeurs d'université, l'envoi de lettres aux députés et la présentation d'exposés dans le cadre de conférences nationales sur l'éducation.

Le gouvernement fédéral a certes accru son appui à la recherche au cours des dernières années, mais les fonds supplémentaires accordés sont généralement conditionnels. Les plans de financement de la recherche exigent souvent la participation d'autres bailleurs de fonds, notamment issus du secteur privé, et détournent les priorités des universitaires en favorisant grandement certains domaines, par exemple, les projets dans le domaine de la santé et des sciences naturelles au détriment des sciences sociales et humaines. Les fonds supplémentaires accordés aux trois conseils subventionnaires pour la recherche dans les deux derniers budgets fédéraux ciblaient des domaines prioritaires bien précis.

La lutte pour obtenir un meilleur financement public de l'enseignement supérieur est loin d'être terminée. Que les législateurs ne reconnaissent pas que, partout dans le monde, la demande relative à l'éducation postsecondaire est en pleine expansion et que la R-D est importante pour notre économie, voilà qui me sidère. Il m'arrive parfois d'avoir envie de hurler : « Hé les gars, ce n'est pas une dépense, c'est un investissement! »

La syndicalisation du personnel

académique contractuel est un domaine où l'ACPPU a connu un succès spectaculaire. En 2000, il a été décidé d'amener tous les membres contractuels du personnel académique au Canada qui ne sont pas syndiqués à la faire. On a embauché un responsable de la syndicalisation, un sous-comité du comité de direction a été mis sur pied, et huit ans plus tard, nous pouvons dire sans nous tromper que c'est mission accomplie: plus de 10 000 membres contractuels du personnel académique sont maintenant syndiqués par l'en-

Que les législateurs ne reconnaissent pas que, partout dans le monde, la demande relative à l'éducation postsecondaire est en pleine expansion et que la R-D est importante pour notre économie, voilà qui me sidère.

treprise de leur association de personnel académique, que ce soit au sein de la même unité de négociation ou d'une autre. Il s'agit d'une énorme réussite!

Le prochain défi consiste évidemment à aider nos nouveaux collègues à négocier de meilleurs contrats. Nous avons aidé nos associations locales à négocier d'importants gains quant aux conditions de travail et à la rémunération des employés à temps partiel, et notre prochain objectif est de négocier un modèle de rémunération pro-rata, selon lequel la rémunération du travail à temps partiel représente un certain pourcentage de celle du travail à temps plein.

L'ACPPU a aidé de nombreuses associations à remporter des victoires dans les négociations collectives, en dépit du fait que les employeurs se montrent de plus

en plus durs. En fait, la direction des universités et des collèges prend rarement les revendications du personnel au sérieux avant la tenue d'un vote de grève, voire, dans certains cas, avant le déclenchement d'une grève.

Sur les piquets de grève et lors de rassemblements locaux, j'ai eu le privilège ces dernières années de côtoyer des collègues de l'Université de l'Île-du-Prince-Édouard, de l'Université Bishop's, de l'Université Acadia et de l'Université St. Thomas. Tous ont fait preuve d'une solidarité, d'une détermination, d'une mobilisation et d'une jovialité exemplaires dans les circonstances. Le lock-out préventif qui a touché le personnel académique de l'Université St. Thomas pendant le congé des Fêtes constitue toutefois une tâche pour cet établissement qui s'enorgueillit de son image basée sur les valeurs catholiques. Honte aux dirigeants et aux administrateurs de l'Université St. Thomas! Espérons que ce geste sans précédent commis par une administration universitaire se révèle une exception.

Les dossiers dans lesquels l'ACPPU a été aux avant-postes ne manquent pas, notamment dans le cas de la défense de la liberté académique. En règle générale, nous n'entendons parler que des cas les plus graves, dans lesquels un comité d'enquête est mis sur pied pour déterminer ce qui s'est passé, mais il survient en fait beaucoup d'autres cas. Il est de la plus haute importance de demeurer vigilants et de défendre la liberté académique avec vigueur chaque fois qu'elle est menacée!

Ces dernières années, l'ACPPU s'est imposée comme un joueur important sur la scène internationale. Malgré les moyens modestes dont nous disposons, nous avons su exercer une influence considérable au sein de

l'Internationale de l'Éducation (IE), un organisme international qui regroupe plus de 30 millions de membres de 171 pays. C'est avec une fierté toute particulière que j'ai présenté la première motion de l'ACPPU lors du 5^e Congrès mondial de l'IE, qui s'est tenu à Berlin en juillet dernier. Il s'agissait d'une résolution ferme et de large portée défendant les droits du personnel académique contractuel, que l'assemblée a approuvée à l'unanimité.

J'ai également eu le plaisir de présenter des exposés sur la situation de l'éducation postsecondaire au Canada lors de la 6^e Conférence sur l'enseignement supérieur de l'IE, qui s'est tenue à Malaga en octobre dernier, ainsi que lors d'un colloque syndical national sur l'enseignement supérieur, à Washington en mars. Par ailleurs, l'ACPPU a joué un rôle central dans l'organisation du Caucus Enseignement Supérieur de l'IE, où deux fois l'an nous partageons de l'information et concevons des plans d'action conjoints avec des collègues du Québec et des États-Unis pour faire avancer les dossiers de l'IE, notamment pour ce qui est de contrer certaines initiatives de l'OCDE sur l'enseignement supérieur et de faire le suivi des discussions sur l'AGCS relatives aux engagements pris au chapitre de l'ouverture des marchés, qui pourraient éventuellement s'appliquer au secteur de l'enseignement supérieur.

À titre de président de l'ACPPU, j'ai été appelé à assister à de nombreuses réunions et à participer à de nombreux ateliers et conférences. J'ai toujours adoré accueillir les gens aux événements de l'ACPPU et participer à diverses réunions (Caisse de défense de l'ACPPU, réunions provinciales, associations de l'Ouest ou réunions annuelles des associations membres soulignant un anniver-

saire ou une occasion spéciale). Toutes ces rencontres se sont révélées précieuses et gratifiantes, et ce que j'ai le plus apprécié, dans mes déplacements, c'est d'avoir pu rencontrer autant de collègues merveilleux partout au pays.

Vous lisez actuellement ma dernière rubrique à titre de président de l'ACPPU. La rédaction de ces textes mensuels a été un pur plaisir. J'ai tenté de traiter de sujets qui nous intéressent tous, par exemple les conditions de travail (santé et sécurité, stress au travail et harcèlement psychologique) et le travail réalisé par les associations (négociations, griefs et communications) ainsi que les défis qu'elles doivent relever, notamment le renouvellement de la direction. Je suis particulièrement fier de la série de quatre articles intitulés « Quelle différence 12 ans peuvent faire! L'ACPPU en mouvement », où j'ai voulu rendre compte, en l'absence d'un historique officiel de l'organisme, de l'extraordinaire croissance et de la multiplication des interventions de l'ACPPU au cours des dernières années.

Il est extrêmement gratifiant de travailler pour un organisme comme l'ACPPU, et je tiens à remercier tous mes collègues du comité de direction de leur ardeur au travail et de leur dévouement. Je remercie également chaleureusement notre personnel professionnel et dévoué, et tout particulièrement James Turk, notre directeur général, pour son leadership exemplaire et son travail sans relâche pour s'assurer que tous les projets sont menés à bien. Cela a été un privilège de collaborer étroitement avec lui et avec tous les autres membres du personnel. Les deux dernières années ont été parmi les plus merveilleuses de ma vie! Vive l'ACPPU! ■

NEWS ACTUALITÉS

York: Ontario Human Rights Commission to Determine Fate of Holiday Policy

AN INVESTIGATOR with the Ontario Human Rights Commission has filed her case report in a complaint involving York University's decades-long practice of cancelling classes on Jewish holidays.

York professor David Noble went to the commission only after complaining for years to university officials that the practice is unfair and discriminates against him and students who aren't of the Jewish faith.

"The university's practice of not scheduling classes on Jewish high

holy days clearly results in differential treatment on the basis of creed, in that individuals in one group (those of Jewish faith) are given preferential treatment over others," the investigator's report says.

Noble told the investigator that after news of his objections became public knowledge, he was harassed by work colleagues and students who were outraged at "his purported betrayal of his 'fellow Jews'." Noble said he complained twice to York security about threats and aggressive behaviour of a par-

ticularly hostile Jewish student.

After the investigator's report was released in late March, several media outlets reported incorrectly that the commission had ruled in Noble's favour. In fact, the report is only the first step in the investigation and the case has not yet come before the commissioners for a decision.

By law, the commission is required to receive and investigate all complaints filed as well as try to settle them at any stage in the process. ■

Winners, 2008 CAUT Journalism Awards

CELEBRATION of excellence in Canadian journalism was hosted this month at CAUT's Council meeting.

The 2008 Awards for Excellence in Education Journalism were handed out in Ottawa on May 2 and May 3 to Globe and Mail reporter Elizabeth Church, in the professional media category, for her June 2007 article "Research Funding: Humanities Seek Greater Understanding," and Jon Roe, in the student news writing category, for his work in covering the controversial connection between the University of Calgary and the Friends of Science, a Calgary-based group linked to the Alberta oil industry.

Presented annually by CAUT, the awards recognize journalistic excellence among Canadian students and journalists for a composition on a current issue facing post-secondary education in Canada.

Church, a veteran, award-winning business writer before becoming the Globe's full-time post-secondary education reporter



Elizabeth Church



Jon Roe

last year, and Roe, who works as a writer and editor-in-chief for the Gauntlet, the independent student newspaper of the University of Calgary, each received a cheque for \$1,000 and a certificate of award.

"I'm very grateful to be recognized," said Church. "I look forward to working in the sector for many more years — so many stories are so important to the future of post-secondary education."

Roe, 21, who's studying economics at the University of Calgary, admits the award came

as a surprise.

"It's not something I expected, and I'm thrilled that my report was well received as I do think it's an important issue," Roe said.

The winners are selected by an independent jury, which this year included freelance journalist and author Frances Russell (formerly of the Winnipeg Free Press), Mike Gasher, a Concordia University journalism professor, and Jim Bronskill, a reporter in the Ottawa bureau of the Canadian Press news agency and a lecturer at Carleton University. ■

Lauréats 2008 des prix d'excellence de l'ACPPU en journalisme

UNE CÉLÉBRATION de l'excellence en journalisme canadien a eu lieu lors de l'assemblée du Conseil de l'ACPPU ce mois-ci.

Les prix d'excellence en journalisme dans le domaine de l'éducation postsecondaire de 2008 ont été décernés à Ottawa les 2 et 3 mai derniers. Dans la catégorie professionnelle, la journaliste Elizabeth Church, du *Globe and Mail*, a été récompensée pour son article de juin 2007 intitulé *Research Funding: Humanities Seek Greater Understanding*. Pour sa part, Jon Roe a remporté le prix dans la catégorie étudiante pour son reportage sur le lien controversé entre l'Université de Calgary et les Amis de la science, un groupe lié à l'industrie pétrolière en Alberta, lequel est établi à Calgary.

Décernés chaque année par l'ACPPU, ces prix récompensent

l'excellence journalistique parmi les étudiants et les journalistes canadiens qui consacrent un article à un sujet d'actualité lié à l'éducation postsecondaire au Canada.

Avant de devenir l'an dernier la journaliste du *Globe* spécialisée en éducation, une tâche qui l'occupe à plein temps, M^{me} Church était une auteure chevronnée spécialisée en affaires, et dont le travail a été primé. M. Roe est, quant à lui, journaliste et rédacteur en chef du journal étudiant indépendant de l'Université de Calgary, le *Gauntlet*. Tous deux ont reçu un chèque de 1 000 \$ et un certificat de mérite.

« Je suis très contente qu'on reconnaisse mon talent », a déclaré M^{me} Church. « Je me réjouis à la perspective de travailler dans ce domaine pendant encore de nombreuses années. En effet, il y a tant de sujets importants à aborder

pour le bien de l'avenir de l'éducation postsecondaire. »

M. Roe, âgé de 21 ans et étudiant en économie à l'Université de Calgary, admet que recevoir ce prix lui a causé une véritable surprise.

« Je ne m'y attendais pas et je suis enchanté que mon reportage ait été bien reçu, car je crois qu'il traite d'un thème des plus importants », a-t-il expliqué.

Les lauréats sont sélectionnés par un jury indépendant qui, cette année, était composé de Frances Russell, journaliste pigiste et auteure (auparavant journaliste au *Winnipeg Free Press*), de Mike Gasher, professeur en journalisme à l'Université Concordia, et de Jim Bronskill, journaliste au bureau d'Ottawa de la Presse Canadienne et chargé de cours à l'Université Carleton. ■

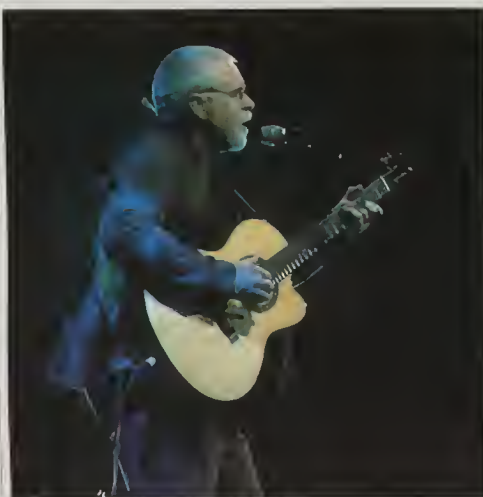


PHOTO: JEFFREY M. HARRIS

FAUST Does Justice: A Celebration of Solidarity

RETURNING to work after a lockout and a strike isn't easy, but a private concert starring Bruce Cockburn does help ease the pain.

That's what members and supporters of the Faculty Association of the University of St. Thomas (FAUST) got on April 18, marking the end of difficult and lengthy contract negotiations between the union and the university administration over the preceding months.

"We approached Bruce about an event, and much to our delight he quickly said yes," said Dawn Morgan, a member of the faculty union's executive.

Cockburn was awarded an honorary doctorate from St. Thomas University in 1999 for his work towards advancing social justice in Latin America and Canada.

Morgan said Cockburn drove from New York to Fredericton for the concert, which was held at a downtown club. The event was closed to the public.

The union usually hosts an end of term celebration, but Morgan said "something special" was in order this year. Cockburn donated his time and talent to the evening, playing for 20 minutes for the crowd.

"He just slipped into town for the event and it was fabulous. At one point, we were all singing along to *Wondering Where the Lions Are*," Morgan said, refer-

ring to Cockburn's 1979 Top 40 hit from the *Dancing in the Dragon's Jaws* album.

FAUST members were locked out on Dec. 27 and the focus of the dispute changed abruptly when the faculty went out on strike two weeks later. The strike ended in February with a tentative agreement to settle outstanding issues through binding arbitration.

Morgan said all faculty association members, as well as colleagues from other unions, were invited to the concert, and that organizers had hoped FAUST members who didn't support the strike would show up for the concert.

"The healing process will continue, and we did invite those members, hoping they would come. We were disappointed they didn't," Morgan said.

But local CUPE members who supported the faculty union during the strike, and who resisted crossing picket lines, did show up. Morgan noted that some of the younger concert-goers who hadn't heard Cockburn's music before, were "just blown away." ■

HOMEWORK!

Retrieving the Hat

The Humber River flows towards Lake Ontario at the rate of 3 km/h. Ahab is rowing upstream; his speed relative to the river flow is 5 km/h. Just as he passes under the Bloor Street bridge, his hat falls out of his boat, but he doesn't notice it's missing until 20 minutes later. He immediately turns around to retrieve it, again rowing 5 km/h relative to the river flow. How far below the bridge has his hat travelled by the time he retrieves it?

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A6.

NEWS ACTUALITÉS

CAUT
Distinguished Academic
AWARD

The CAUT Distinguished Academic Award recognizes an academic who has excelled in each of the three principal aspects of academic life: teaching, research and service to the institution and to the community. The recipient will be an individual whose teaching, research and service has contributed significantly to the lives of students, to their institution, to their field of study and to the community. The award is given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is **June 25, 2008**.

Nominators should submit a letter explaining the rationale for the nomination and give detailed information on the nominee's record in teaching, research and service. It is essential that the nominator provide information for each of these three areas as excellence in all three is a requirement for eligibility for the award. The nominator should also include documentation that would help the jury in its decision making. It is the responsibility of the nominators to provide all necessary information as the jury will review only the material it receives.

Nominations will be adjudicated by a jury of the most recent former presidents of CAUT. The jury's recommendation will be made to the full Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council, which will be subsequently published by CAUT. The recipient will receive a \$1,000 honorarium with the award.

Please send nominations by mail, fax or email to:

CAUT DISTINGUISHED ACADEMIC AWARD
Canadian Association of University Teachers
2705 Queensview Drive, Ottawa, Ontario K1B 8K2
Fax: (613) 820-7244; Email: acppu@caut.ca

PRIX DE L'ACPPU POUR
services émérites

Le prix de l'ACPPU pour services émérites, décerné tous les ans, souligne le travail d'un membre du personnel académique qui a excellé dans chacun des trois principaux aspects de la vie universitaire ou collégiale : l'enseignement, la recherche et les services à l'établissement et à la communauté. Le lauréat ou la lauréate sera une personne qui, par ses enseignements, recherches et services, aura contribué de façon marquée à la vie de ses étudiants, de son établissement, de son domaine d'étude et de la communauté.

Les candidatures peuvent être soumises par toute personne, association membre ou autre partie intéressée. La date limite pour le dépôt des candidatures est le **25 juin 2008**.

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre qui justifie la candidature ainsi qu'une description détaillée des activités et réalisations de la personne proposée dans les domaines de l'enseignement, de la recherche et des services. Il est essentiel que cette information porte sur chacun de ces trois domaines parce que l'une des conditions d'admissibilité au prix est d'avoir excellé dans les trois. Les auteurs d'une proposition de candidature doivent aussi inclure les documents qui pourraient aider le jury dans sa prise de décisions. Ces auteurs ont la responsabilité de fournir tous les renseignements utiles parce que le jury n'examinera que la documentation reçue.

Les candidatures seront évaluées par un jury formé des plus récents anciens présidents de l'ACPPU. La recommandation du jury sera soumise à l'approbation du Conseil à son assemblée d'automne.

Le prix sera remis lors de l'assemblée printanière du Conseil de l'ACPPU. Le lauréat ou la lauréate sera invité(e) à prononcer devant le Conseil une allocution que l'ACPPU publiera par la suite. Il ou elle recevra des honoraires de mille dollars en plus du prix.

Veuillez adresser les candidatures par la poste, télécopieur ou courriel à :

PRIX DE L'ACPPU POUR SERVICES ÉMÉRITES
Association canadienne des professeurs et professeurs d'université
2705, promenade Queensview, Ottawa (Ontario) K1B 8K2
Télécopieur : (613) 820-7244; Courriel : acppu@caut.ca

Answer to Homework!

From page A5. Relative to the water, Ahab is pulling away from the hat as fast as he subsequently returns to it, so it takes him 20 minutes to retrieve his hat. By this time, the hat has travelled one km towards Lake Ontario from the Bloor Street bridge.

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OECD Report Points Higher Education
in Wrong Direction, CAUT Says

A MAJOR OECD report released last month on higher education is recommending governments play a more active role in "steering" universities and colleges while raising tuition fees.

The report results from a three-year review of higher education policy in 24 industrialized countries and found that the main challenges facing governments and institutions are how to ensure greater accountability, diversify sources of funding, promote quality and build stronger links with the labour market.

According to the report authors, governments can best meet these challenges by developing performance-based funding mechanisms, subsidizing education studies offered by private and for-profit providers and requiring students to share the costs of financing their education.

But CAUT associate executive director David Robinson said many of the recommendations in the report would have serious consequences for academic staff.

"The overall direction is on ensuring greater government

control over universities and colleges, a more vocational learning focus for higher education and expansion of business sponsorship and privatization," he said.

Robinson said while he welcomes the report's findings that academics should focus less on the commercialization of R&D results and more on public dissemination, he warns that recommendations for changes to academic staffing, including the casualization of academic work, are some of the more "troubling aspects" of the report.

Although the report notes there is a need to make academic careers more attractive, Robinson says the central recommendations would undermine this goal. The report acknowledges that casualization has increased, but it nevertheless calls for universities and colleges to adopt "more flexible" employment contracts.

The report recognizes that academic staff salaries are too low, but argues that rather than providing a general pay increase to everyone (which it says would prove too costly), institutions

should have broad discretion over tying salaries to merit.

"If there's anything we've learned about merit pay it's this: it's extremely expensive to administer, it's almost always seen as arbitrary and it makes almost everyone unhappy," Robinson stressed.

The report also argues for the unbundling of academic work by separating teaching from research and claims the tenure system may not in fact be needed to guarantee academic freedom. It concludes that institutions need to find ways to "reconcile academic freedom with institutional goals."

"There's a very poor and narrow understanding of academic freedom in the report," said Robinson. "Academic freedom also includes the right of academics to express their opinion about the institution or system in which they work, free from censorship. The OECD report suggests that academic freedom ends when conflicts arise between academics and institutional priorities. This view represents a serious restriction on academic freedom." ■

Un rapport de l'OCDE fait état de
résultats discutables, selon l'ACPPU

UN IMPORTANT RAPPORT publié le mois dernier par l'Organisation de coopération et de développement économiques (OCDE) recommande que les gouvernements jouent un rôle plus actif dans la « direction » des universités et les collèges tout en augmentant les frais de scolarité.

Ce rapport, rédigé d'après les résultats d'un examen de trois ans des politiques touchant l'enseignement supérieur dans 24 pays industrialisés, indique que les principaux défis auxquels font face les gouvernements et les établissements d'enseignement relèvent des moyens à entreprendre pour assurer une meilleure reddition de comptes, diversifier les sources de financement, promouvoir la qualité et tisser des liens plus solides avec le marché du travail.

Selon les auteurs du rapport, les gouvernements peuvent mieux traiter ces enjeux en élaborant des mécanismes de financement axés sur le rendement, en subventionnant des études axées sur l'éducation offerte par le secteur privé et les établissements à but lucratif et en exigeant des étudiants qu'ils assument une partie des coûts de leur formation.

Mais David Robinson, directeur général associé de l'Association canadienne des professeurs et professeurs d'université (ACPPU), affirme que nombre des recommandations du rapport pourraient avoir de sérieuses conséquences pour le personnel académique.

« Dans l'ensemble, elles visent à assurer un plus grand contrôle du gouvernement sur les universités et les collèges, un enseignement supérieur axé davantage sur la formation professionnelle, ainsi que l'augmentation du parrainage commercial et de la privatisation », explique-t-il.

Bien qu'il accueille favorablement les conclusions du rapport appelant les établissements à se concentrer davantage sur la diffusion des résultats de R-D auprès du public plutôt que sur leur commercialisation, M. Robinson met en garde contre les recommandations portant des modifications à la structure du personnel académique, notamment en ce qui a trait à la précarisation des emplois, car il s'agit de certains des « aspects les plus troublants » du rapport.

Même si le rapport indique qu'il est nécessaire de rendre les carrières dans le secteur universitaire et collégial plus attractives, M. Robinson affirme que les principales recommandations viennent saper cet objectif. Le rapport reconnaît que la précarisation s'est accrue, mais appelle néanmoins les universités et les collèges à adopter des contrats d'emploi « plus souples ».

Le rapport reconnaît également que les salaires du personnel académique sont trop bas, mais soutient que plutôt que d'accorder une augmentation générale à tous les membres (ce qui serait trop

coûteux selon ses conclusions), les établissements d'enseignement devraient jouir d'une grande discrétion en ce qui concerne les hausses de salaire au mérite.

« Si nous avons appris quelque chose à propos de la rémunération au mérite, c'est bien ceci : elle est extrêmement coûteuse à gérer, elle est presque toujours perçue comme arbitraire et elle rend presque tout le monde malheureux », souligne M. Robinson.

Le rapport appelle également au dégroupement des emplois dans le secteur universitaire et collégial afin de séparer les postes d'enseignement des postes de recherche et prétend que le système de titularisation n'est en fait peut-être pas nécessaire pour garantir la liberté académique. Le rapport conclut que les établissements doivent trouver des façons de « faire concorder la liberté académique avec leurs propres objectifs ».

« Il démontre en fait une compréhension limitée et très insuffisante de la liberté académique », indique M. Robinson. « La liberté d'expression fait également une place au droit du personnel académique d'exprimer son opinion sur l'établissement ou le système dans lequel il travaille, sans être exposé à la censure. Le rapport de l'OCDE suggère que la liberté prend fin lorsqu'il y a un conflit entre les priorités du personnel et celles de l'établissement. Et un tel point de vue limite sérieusement la liberté académique. » ■

NEWS ACTUALITÉS

Support for Lowering or Freezing Tuition Fees at New High: Poll

EIGHT out of 10 Canadians want tuition fees frozen or lowered, according to a poll published this month.

The cost of a university or college education is seen as the number one challenge facing policy-makers, with almost 50% of Canadians surveyed saying any new funding for post-secondary education should be directed first to reducing tuition fees, according to the Harris/Decima poll commissioned by CAUT and the Canadian Federation of Students.

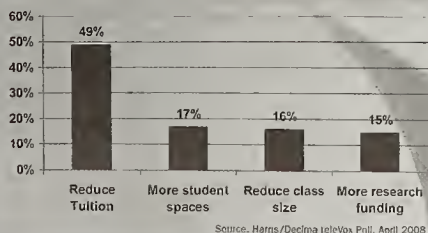
A slight majority (51%) also said a university or college degree today is so important that tuition fees should be eliminated, while the poll found 47% saying students should pay some costs.

CAUT president Penni Stewart said the results demonstrate that students and their families are struggling to cope with education costs.

"Politicians and our university and college presidents need to hear the message that fees are pushing education beyond the means of more and more families," Stewart said.

Six in 10 polled in the survey agreed it's more difficult for ordinary people to afford a college or university education than in the recent past.

Public Opinion Main Priority for new PSE Funding



On the national political front, the poll shows a statistical dead heat between the Conservatives (31%) and the Liberals (31%). The NDP is in third place at 14% while the Green Party has the support of 12% of Canadian voters.

In Quebec, the Bloc Québécois is the choice of 42% of voters, with the Liberals trailing at 20%. Conservative Party support in Quebec has waned, with 11% voter support, just behind the NDP at 13% and the Green Party at 12%.

Survey respondents also expressed support for academic staff. When asked whether they believed "university and college teachers are doing a good job under difficult circumstances," 74% of poll respondents said yes,

another 66% said they "personally trust the opinions of academic staff," and 55% disagreed that university and college teachers earn too much.

"Despite the stereotypical comments many of us have heard about professors, Canadians hold us and the work we do in extremely high regard," Stewart said. ■

The Harris/Decima poll results are based on a sample of 2,000 adult Canadians interviewed between April 17 and April 28, 2008, and are considered accurate within 2.2 percentage points, 19 times in 20.

A summary of the poll results can be downloaded at <http://www.caut.ca/uploads/Decima-Spring-2008.pdf>.

Sondage : les Canadiens appuient le gel ou la réduction des frais de scolarité

UN SONDAGE d'opinion Harris/Decima dont les résultats ont été publiés ce mois-ci révèle que huit Canadiens sur dix sont favorables à un gel ou à une baisse des frais de scolarité dans les universités et les collèges.

Il ressort de ce sondage commandé par l'ACPPU et la Fédération canadienne des étudiants et étudiants que l'éducation universitaire ou collégiale est considérée comme étant la principale priorité à laquelle doivent s'atteler les responsables politiques. De plus, près de la moitié des Canadiens interrogés estiment que tout nouveau financement pour l'éducation postsecondaire devrait servir avant tout à réduire le niveau des frais de scolarité.

Une faible majorité (51 %) de répondants croient que l'importance d'acquiescer un diplôme d'études universitaires ou collégiales justifie en soi la suppression des frais de scolarité, tandis que 47 % estiment que les étudiants devraient participer au coût de leurs études.

Pour la présidente de l'ACPPU, Penni Stewart, les résultats du sondage démontrent que les étudiants et leurs familles

ont de la difficulté à faire face au coût de l'éducation.

« Il faut que les dirigeants politiques, les recteurs de nos universités et les directeurs de nos collèges prennent réellement conscience qu'en raison des frais de scolarité, l'éducation devient trop coûteuse pour de plus en plus de familles », note M^{me} Stewart.

Six répondants sur dix trouvent qu'il est aujourd'hui plus difficile financièrement pour les gens ordinaires de suivre des études collégiales ou universitaires que ces dernières années.

Sur le plan politique national, le sondage indique que le Parti conservateur et le Parti libéral se retrouvent statistiquement ex aequo, obtenant tous les deux la préférence de 31 % des répondants, suivi loin derrière par le Parti Vert (12 %).

Au Québec, le Bloc Québécois obtient la faveur de 42 % des répondants, suivi loin derrière par le Parti libéral (20 %). Les appuis au Parti conservateur sont en chute à 11 %, tandis que le NPD en récolte 13 % et le Parti Vert 12 %.

D'autre part, les répondants au

sondage soutiennent de façon générale le personnel académique des établissements postsecondaires. À la question leur demandant si, selon eux, les professeurs d'université et de collège accomplissent un bon travail dans des circonstances difficiles, 74 % d'entre eux ont répondu par l'affirmative, 66 % ont dû faire confiance aux opinions du personnel académique et 55 % ne trouvent pas que les professeurs d'université et de collège gagnent trop cher.

« Malgré les commentaires stéréotypés que bon nombre d'entre nous ont pu entendre sur les professeurs, les Canadiens ont une très grande estime pour nous et pour le travail que nous faisons », se félicite M^{me} Stewart. ■

Les données du sondage Harris/Decima ont été recueillies du 17 au 28 avril 2008 auprès de 2 000 Canadiens adultes. La marge d'erreur d'un échantillon de cette taille est de 2,2 %, 19 fois sur 20.

Un résumé des résultats du sondage peut être téléchargé (en anglais seulement) à l'adresse <http://www.caut.ca/uploads/Decima-Spring-2008.pdf>.

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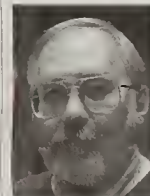
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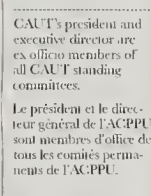
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BOOKSHELF COIN DES LIVRES

Comprehensive Look at How Copyright Laws Affect Canadians

Canadian Copyright: A Citizen's Guide

Laura J. Murray & Samuel E. Trosow. Toronto: Between the Lines, 2007; 224 pp; ISBN 978-1-897071-30-4, paper \$24.95 CA.

By JAY RAHN



ACCORDING TO Article 27 of the United Nations Universal Declaration of Human Rights (1948), "Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits," and "Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author."

As professors and librarians, CAUT members have a stake in these values, because our jobs involve producing and disseminating scientific, literary and artistic works so that our peers, our students and our fellow citizens can enjoy and share in their advancement and benefits.

As academics, we should be grateful to Laura Murray and Samuel Trosow for their book on *Canadian Copyright*, as they provide the first comprehensive account of ways in which intellectual property law affects our work as Canadian users and creators of intellectual property.

In refreshing contrast to previous treatments intended for non-lawyers, Murray and Trosow distinguish between, on one hand, the rights of users and creators, and on the other, financial motivations of corporations and such risk-averse institutions as university administrations. A related theme of their survey is the marked difference between the public good and the narrower concerns of making and saving money.

Chief among the specifically Canadian principles of copyright is "fair dealing" — briefly the right to copy for the purpose of research, criticism, review, news reporting, and private study. As the authors emphasize, the 2004 Supreme Court decision in *CCH Canadian Ltd. vs. The Law Society of Upper Canada* has established fair dealing as a robust basis for Canadian users' rights. Also of importance to Canadian academics has been *SOCIÉTÉ vs. CHP*, which saves such Internet service providers as universities from liability for the content of intellectual property that might pass through them.

As well, Murray and Trosow detail how existing Canadian copyright law protects creators' moral rights, e.g., effects that distortion or lack of attribution in copies of their works might have on their profes-

sional reputations. The authors also show how, in an effort to share and advance their work more directly with users, Canadian creators have increasingly bypassed corporate gatekeepers and profit-takers through Creative Commons licenses, Open Source programming and Open Access publications. Nonetheless, such user- and creator-friendly resources are not the whole story of Canadian copyright.

At present, Canadian users and creators have no explicit protection from frivolous lawsuits by deep-pocketed plaintiffs. Crown copyright, a Canadian anomaly among developed countries, constrains the use of government-published materials by the very taxpayers who have already paid for their generation. Moreover, as Murray and Trosow indicate, such international treaties as NAFTA, the WTO's TRIPS, and the WIPO agreements would constrain users and creators, as would recent and ongoing attempts at copyright reform by the federal government.

In particular, the authors detail how Canada's current copyright law comprises a bewildering thicket of exceptions concerning so-called "educational uses" — a tangled web of anomalies that would have been complicated even further by Bill C-60, which fortunately was abandoned when the Liberal government fell in 2005.

Even more confusing, especially in a digital age of multimedia communication, are the differing ways in which Canadian copyright law treats works of literature, film, music, visual art and design. Further, as the authors reveal, the termination of copyright is handled so oddly in current Canadian law that an unpublished work entered the public domain Dec. 31, 2003 if its author died Dec. 31, 1948, but such a work will not be free from copyright constraint until Dec. 31, 2049 if the author died on the next day, Jan. 1, 1949.

Fortunately, Murray and Trosow guide the reader through such murky waters with clarity, grace and good humour. Written concisely, any of the book's brief chapters could be reasonably assigned to undergraduates in several fields, and the whole book should be read all Canadian academics.

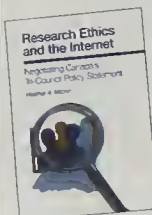
To be sure, Canadian copyright law can change quickly, as shown by the last major round of amendments in 1997 and the case of *CCH vs. LSUC* in 2004. All the same, Murray and Trosow's book should remain valuable for years to come and no doubt will see a revised edition if there is major new legislation.

One of the book's great strengths is its emphasis on longstanding traditions that have shaped, and will continue to shape, Canadians' understanding of intellectual property — not only traditions of the UK, France and the United States, but also cultural practices of First Nations.

Within these frameworks, the authors' focus on enduring principles not only illuminates their more detailed discussions of case law but also should provide the reader with a firm basis on which to ask intelligent questions about Canadian intellectual property. For, as Murray and Trosow conclude, "Copyright, like other law, is too important to be left to lawyers, politicians and lobbyists." ■

Jay Rahn is a professor of music at York University.

QUICK PICKS/LIVRES EN BRIEF

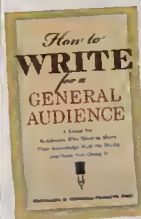


Research Ethics and the Internet: Negotiating Canada's Tri-Council Policy Statement

Heather Kitchin. Black Point, Nova Scotia: Fernwood Publishing; 2007; 128 pp; ISBN: 978-55266-234-2, paper \$17.95 CA

Heather Kitchin helps readers pick their way through the minefield that stands in the way of all who seek to find clarity as to the ethics of Internet research. The Internet poses new

challenges to researchers, and the author clearly discusses these challenges in all their complexity. Issues of copyright, privacy and ethical use of Internet materials loom large. In *Research Ethics and the Internet*, Kitchin analyzes contradictions between the federal Tri-Council Policy Statement and university-based research ethics boards and offers a simple solution to policy makers who grapple with the ethics of internet research.



How to Write for a General Audience: A Guide for Academics Who Want to Share Their Knowledge With the World and Have Fun Doing It

Kathleen A. Kendall-Tackett. Washington: American Psychological Association; 2007; 352 pp; ISBN: 978-0-9792125-3-6, paper \$19.95 US.

Are you an academic who would like to find a wider audience for your work? Have you ever

wondered how colleagues manage to publish thought-provoking magazine articles or books that appear on local bookstore shelves? One component of those colleagues' success is knowing how to simplify their writing and use language that the general reader understands. They also know which publishers to approach and how to pitch their ideas. In *How to Write for a General Audience*, Kathleen Kendall-Tackett, a seasoned psychologist with a successful record in publishing for a broad market, shows academics how to communicate their ideas effectively to a wider audience. With humor and personal anecdotes, she provides practical information on coming up with ideas for articles and books, beating procrastination, and writing effective, jargon-free prose. Most academic writers know little about the business end of publishing. In this book, writers will find helpful tips on locating a publisher, pitching an idea, working with editors, negotiating a book contract, and promoting the finished product. Readers will find that the simple editing techniques in this book dramatically improve their writing and make writing more fun. *How to Write for a General Audience* belongs on the shelf of every aspiring crossover author.



The Creator as Critic & Other Writings by E.M. Forster

Jeffrey M. Heath, ed. Toronto: Dundurn Press; 2007; 650 pp; ISBN: 978-1-5500252-2-4, hardcover \$90.00 CA.

E.M. Forster, whose novels, including *A Room with a View*, *Howards End*, and *A Passage to India*, probe the values of the English middle class, is recognized as one of the 20th century's most distinguished authors. He was also a

highly-respected literary critic. *The Creator as Critic* contains more than 40 of Forster's hitherto-unpublished essays, lectures and memoirs, spanning the period 1893 to 1960. They reflect his views on a wide range of authors: Coleridge, Tolstoy, Pater, Wilde, James, Hardy, Butler, Housman, Kipling, Joyce, Lawrence, Proust, Cavafy and others. This book also presents the original texts of some 30 broadcasts made by Forster for the BBC between 1928 and 1959. These radio talks, collected for the first time in this volume, are the thoughtful and thought-provoking products of Forster's active engagement with the literary, political and social events of his time.

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NEWS ACTUALITÉS



Manitoba Scholar Wins CAUT's Highest Award

JOHN LOXLEY, a professor of Economics at the University of Manitoba, has won the 2008 CAUT Distinguished Academic Award.

A three-person jury unanimously recommended Loxley for the award, which recognizes academics who have excelled in their teaching, research and service to both the institution and the community.

Loxley said receiving the award was a surprise.

"I feel very honoured. I have great respect for CAUT, so this award is a double privilege," he said.

The jury noted that Loxley's research in his field of finance has had a "major impact" on development economics and community economic development; that his commitment to teaching plays a key role in enhancing the educational experience of students at

CAUT past president Loretta Czemis congratulates University of Manitoba economics professor John Loxley on winning a special academic award on May 3.

both undergraduate and graduate levels; and that his "extraordinary service record reflects his principled commitment to making academic work relevant to those who most need advocacy in the struggle for social justice and a decent life."

The award, given annually since 2006, includes a cash prize, a plaque and an invitation to address the CAUT spring Council session.

Loxley attended along with members of his family to receive the award in Ottawa. His address to Council will be published this fall.

Transcripts of previous winners' acceptance speeches can also be accessed on the CAUT web site. ■

Remise du prix spécial du mérite de l'ACPPU

LE PRIX 2008 de l'ACPPU pour les services émérites a été décerné à John Loxley, professeur de science économique à l'Université du Manitoba.

C'est par un vote unanime que le jury de trois membres a recommandé l'attribution au professeur Loxley de ce prix qui récompense les membres du personnel académique excellent dans les divers aspects de la profession : enseignement, recherche et services à leur établissement et à l'ensemble de la collectivité.

M. Loxley a avoué qu'il ne s'attendait vraiment pas à recevoir une telle récompense. « C'est un grand privilège et j'en suis très honoré, d'autant plus que j'éprouve beaucoup de respect pour l'ACPPU. »

Le jury a souligné que les travaux de recherche du professeur dans son domaine de spécialisation qu'est la finance ont une incidence considérable sur l'économie du développement et le développement économique des collectivités, que son intérêt à l'enseignement contribue de façon cruciale à l'enrichissement de l'expérience éducative tant au premier cycle qu'aux

(cl-haut) Loretta Czemis, présidente sortante de l'ACPPU, en compagnie de John Loxley, professeur de science économique à l'Université du Manitoba, à qui été décerné un prix spécial du mérite le 3 mai.

cycles supérieurs, et que le bilan éditant de ses réalisations témoigne de son engagement réglé par des principes à rendre le travail académique le plus proche possible des réalités de ceux et celles qui ont le plus besoin de défenseurs dans leur quête de justice sociale et de conditions de vie satisfaisantes.

Remis tous les ans depuis 2006, le prix comprend une rétribution, une plaque ainsi qu'une invitation à prendre la parole devant le Conseil de l'ACPPU lors de l'assemblée du printemps.

À la cérémonie de remise du prix qui s'est tenue à Ottawa, M. Loxley était accompagné des membres de sa famille. Le texte de son allocution devant le Conseil sera publié à l'automne.

Les transcriptions des discours de remerciement des lauréats précédents sont accessibles sur le site web de l'ACPPU. ■

A CAUT Series Title

Published by James Lorimer and Company Ltd., 2007



Edited by James L. Turk & Allan Manson

After 9/11, governments introduced anti-terror laws that put civil liberties at risk and eliminated long-standing legal protections. Turk and Manson bring together leading experts from Canada, the U.S., Australia, and the United Kingdom to take stock of these laws and their implications for free speech and academic freedom. This book also puts today's situation into perspective by looking at the treatment of scholars and intellectuals during similar periods, as when Bertrand Russell was fired from Cambridge during the First World War and American and Canadian academics were mistreated during the Cold War years. In addition to analyzing the impact of anti-terror laws, the contributors to this book offer proposals that would better protect freedom of expression, academic freedom and civil liberties.

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The Subprime Market & International Higher Education

By PHILIP G. ALTBACH

IT MAY BE illuminating to compare the current subprime mortgage and housing-sector crisis in the United States and developments in international higher education. First, buyers and the housing and financial industries wanted to participate in a growing and lucrative housing market, just as many groups in the higher education industry now want to be players in international higher education. Housing prices were rising fast, and not many questions were asked about products, sellers, or buyers. This market was allowed to function without constraint. Then, a certain "irrational exuberance" set in, with the market becoming saturated and many speculators entering, in a way, a "bubble" mentality. Some buyers wanted to make a quick profit while others failed to recognize the risks of the new loans. Financial institutions got caught up and invented ever more complicated loan structures to spread risk globally. There was soon a growing recognition of the problems with the overheated housing and mortgage markets — inadequate supervision, oversupply of products, unsustainable costs, unfulfillable promises and other challenges. In the mortgage/housing environment, the bubble has burst and many countries face very serious economic and social consequences. It is also noteworthy that the mortgage and housing crisis started in the largest market — the United States — and is spreading worldwide.

International higher education stands somewhere in the middle of the cycle somewhere between irrational exuberance and a bubble. Now is the time to look at which actions are sustainable and which are not, what policy will serve the interests of students and the academic community and which actions constitute mistaken policy or simple greed.

The academic community is committed to internationalization, although motivations differ and some institutions have no clear idea why they are involved. A recent survey by the International Association of Universities of academic leaders worldwide shows a huge variation of motivations, ranging from more internationally oriented students and staff and curricular improvement, to building a "name brand," global collaboration, providing opportunities for research and many others. Curiously, only a small minority of academic leaders cited earning income from international initiatives — an especially surprising point of view given that the Australian and British governments have emphasized earning money as a key goal of internationalization. University presidents, vice chancellors and rectors from Europe and North America have been trooping to China and India prospecting for international business such as branch campuses, collaborative linkages and joint-degree arrangements.

The Landscape

WE KNOW a few things about the international higher education landscape. There are perhaps three million students studying outside their own countries — with the largest number from Asia — with the largest number matriculating in the major English-speaking academic powers. An Australian study estimated there will be eight million international students by 2025, since cross-border study continues to be big business. No one knows how many branch campuses exist, but estimates are in the many hundreds — almost all of them located in developing or middle-income



International higher education stands somewhere between irrational exuberance and a bubble, says Philip Altbach.

...most academic institutions worldwide lack the infrastructures to successfully engage in sophisticated international programs and initiatives.

countries. The growth of "American University of . . . (fill in the blank)" is rapid as well. In addition to old and respected American-linked universities in Cairo and Beirut, institutions using the term "American" and often teaching in English are proliferating throughout the developing world, joined recently by institutions with "German," "French," or "Canadian" in their names. The expansion of academic offerings in English worldwide has created a new market for programs and for professional mobility. The global higher education marketplace is large, growing and basically unregulated. It is indeed the "Wild West," or more appropriately, the "Wild East."

The Problems

IN HIGHER education, one might take the view that "the market will sort itself out" and thus leave hands off. Here again the subprime mortgage crisis represents a certain analogy regarding higher education. By permitting unscrupulous players to perform and by encouraging more respectable hanks to buy up risky debt without much regulation or restriction, the world has reached today's crisis. The financial instruments being used are very complex and institutions worldwide have purchased them, reducing whatever accountability might have previously existed.

There is a similar mentality in the world of international higher education. Everyone can get into the market for international higher education. Sellers, including academic institutions and for-profit education providers, can easily enter the global market by selling educational products and services in a largely unregulated marketplace. Some of the sellers are prestigious universities hoping to build links overseas, recruit top students to their home campuses and strengthen their name

brands in the world market. Many of the sellers are themselves subprime institutions — sleazy recruiters, degree packagers, low-end private institutions seeking to stave off bankruptcy through the export market and even a few respectable universities forced by government funding cutbacks to enter foreign markets for profit making.

Buyers such as students, but also including some academic institutions in developing countries, are similarly unregulated, sometimes ill-informed and often naive. Tragically, students and their families buy international educational services without much information or understanding. Sometimes recruited to study abroad at subprime schools, or motivated more by the desire to seek employment than to study, students may be shortchanged. Uninformed or simply avaricious institutions in developing countries may partner with low-quality colleges and universities in, for example, the United States, Australia, or the United Kingdom, and receive substandard teaching or degree courses. Regulatory agencies may be entirely missing or inappropriate, thus making quality assurance impossible to achieve. There are not enough top-quality universities in countries like China and India to absorb all of the potential overseas partners. Further, most academic institutions worldwide lack the infrastructures to successfully engage in sophisticated international programs and initiatives.

How to Avoid a Crisis

TRANSPARENCY is a key step for building a healthy international higher education environment. This approach means obtaining accurate information about the scope and extent of international higher education — by governments, international and regional organizations and by universities. Information about motives and policies would also be useful, although now very little reliable information is available. The market should not be left to determine the success or failure of international higher education. Some interests, especially the governments of the major "sellers" such as the United States, Australia, and the United Kingdom and the for-profit education industry, argue that the doors to international commerce in higher education should be open and that this openness should be legislated by the World Trade Organization through the General Agreement on Trade in Services. Such forced openness would leave the world subject to whatever irrational exuberance and bubble mentality that is now evident in the mortgage industry and is increasingly in higher education.

The world also needs clear regulation, probably by government authority, to ensure that national interests are served and students and their families are not subjected to shoddy business practices by unscrupulous education providers. This will also help academic institutions themselves think about their motivations for entry into the global education market. Internationalization, including student mobility, cross-border educational provision and involvement in the global knowledge economy of the 21st century, is a positive and inevitable element of global higher education. What academe needs to avoid is succumbing to subprime practices and the inevitable crisis that will ensue. ■

Philip Altbach is Monan professor of higher education and director of the Center for International Higher Education at Boston College.

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The views expressed are those of the author and not necessarily CAUT.

Saskatchewan

suite de la PAGE A2

PACPPU, lorsqu'on lui a demandé son opinion sur le sujet. « Ces projets de loi ne sont ni justes, ni objectifs. L'intention première est d'altérer la

capacité des employés à exercer leur droit à la liberté d'association et à la négociation collective. »

MM. Turk et Hubich font tous deux allusion à la décision rendue en juin 2007 par la Cour suprême du Canada qui déclarait inconsti-

tutionnels certains articles du *Health and Social Services Delivery Improvement Act* de la Colombie-Britannique tout en confirmant le droit constitutionnel à la liberté d'association et le droit procédural à la négociation collective.

Le litige impliquait les syndicats du secteur des soins de santé de la Colombie-Britannique et leurs membres, qui remettaient en question la constitutionnalité de la loi en stipulant qu'elle brimait la liberté d'association et l'égalité garanties et

protégées par la Charte canadienne des droits et libertés.

M. Hubich affirme que les syndicats du secteur public de la Saskatchewan envisagent maintenant d'engager une contestation judiciaire similaire. ■

CAREERS CARRIÈRES

Index Indices

B1	A	B7	N
B2	B		
	C	P	
	D	Q	
B3	E	R	
	F	BB	S
B4	G	T	
B5	H	B9	U
	I	V	
	J	W	
	K	X	
B6	L	Y	
	M	Z	

B9 Accommodations

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A

■ **ACCOUNTING** — University of Alberta. The University of Alberta School of Business seeks an energetic and productive individual to fill the Winspear Chair in Accounting in the Department of Accounting and Management Information Systems. This leadership position requires a candidate with a strong record and demonstrated promise of continuing excellence in accounting research and teaching. The Winspear Chair must hold a PhD. The Winspear Chair will lead by example in these areas and will also have a leadership role in interactions with accounting practitioners. Appointment will be at the rank of full professor with expertise in any area of accounting research and teaching. Salary and support will be commensurate with the candidate's record and is competitive with other Canadian university accounting departments/areas. The University of Alberta School of Business is one of Canada's top business schools and has an international reputation for the quality of its research. We are a leading research-intensive School with graduate and undergraduate teaching strongly valued and supported. Accounting faculty are among the most active researchers in the School. Strong relations with the accounting profession and the business community are also required for this Chair. The competition remains open until the position is filled. Information about the Department, the School, the University and Edmonton can be obtained at www.business.ualberta.ca. Application and curriculum vitae may be forwarded to: Peter Tieszen, Winspear Chair Selection Committee, Accounting and Management Information Systems Department, University of Alberta, Edmonton, AB, Canada, T6G 2B6; Phone: (780) 492-3053; Fax: (780) 492-3325; Email: peter.tieszen@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals

will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ARCHITECTURE & LANDSCAPE ARCHITECTURE** — University of British Columbia. The School of Architecture and Landscape Architecture at UBC invites applications for a tenure-track faculty position at the rank of Assistant Professor. The starting date will be January 1st, 2009, or as soon as possible thereafter. The School of Architecture and Landscape Architecture provides a graduate-level setting for both professional and research students, along with an undergraduate program in environmental design, set in the context of a large, public research university. A strong and diverse faculty combined with low student/faculty ratios provides a collegial milieu set within the dynamic and compelling circumstances of

the Vancouver metropolitan area. The School of Architecture and Landscape Architecture's core responsibility is design education. Through its undergraduate, professional and research programs, the School aspires to produce outstanding graduates equipped to provide the necessary design and intellectual leadership that will contribute to a built environment that supports civil and sustainable patterns of living. The School is committed to operate at an advanced edge of environmental and social sustainable design theory, practice and advocacy — locally, regionally and nationally. This newly created position will complement the current faculty's expertise by developing distinctive and innovative approaches that bring sustainability issues directly into design studio instruction across a range of scales — buildings to communities. The successful candidate will be expected to teach in both the professional graduate and undergraduate environmental design programs and, as well, establish their own trajectory of focused research. Candidates must

have a record demonstrating intellectual rigour, a clear understanding of current and emerging sustainability theory and design practice, research potential, as well as a demonstrated potential for excellence in design teaching at both the graduate and undergraduate levels. At minimum, applicants must hold a terminal professional degree in architecture and, ideally, academic or professional experience that bridges the disciplines of architecture and landscape architecture. Professional practice and registration will be considered positives. Salary is according to experience and qualifications. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities, a record of teaching effectiveness and evidence of their own and their students' work where appropriate. A list of three references with contact information should also be included. Applications should be received by July 31st 2008 with the intention that preferred candidates will be invited to visit the School for an interview early in the Fall term 2008. Please send application packages to: Ray Cole, Professor and Director, School of Architecture and Landscape Architecture, University of British Columbia, 402 — 6333 Memorial Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority.

■ **ARTS** — Royal Military College of Canada. The Faculty of Arts of the Royal Military College of Canada invites applications for potential faculty members for full-time, part-time and contract positions, both on-site in Kingston, Toronto, and Campus St-Jean, and for distance learning. The Faculty of Arts offers degree programmes in Business Administration, English Studies, French Studies, History, Military Psychology and Leadership and Political and Economic Sciences and War Studies. To find out more about these programmes please visit the RMC web site at www.rmc.ca. The required qualifications are a PhD (or equivalent in exceptional circumstances), a completed Masters degree in a related discipline may be acceptable with a concentration in Business Administration, English, French, History, Political Science, Economics, Psychology, Security and Defence Studies, or other related fields, and acceptable teaching experience. All qualified applicants will be maintained as part of an inventory of candidates for a period of one year. Some of these positions may lead to tenure-track positions. These positions have different linguistic profiles including French essential, English essential and bilingual, which require the ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PP). For full-time employment, the position(s) will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary ceiling for a lecturer is \$69,610, for an Assistant Professor is \$84,515 and the ceiling for Associate Professor and Professor are \$101,814 and \$121,821 respectively, plus an annual terminable allowance of \$3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of 36 months. For part-time employment and contract positions, the salary/compensation range is between \$3,500 and \$10,000 for each one-term course depending on the level of the course. Interested candidates should submit a letter of application for the course(s) they wish to teach, curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Maggie Shepherd, Director of Academic Services, Royal Military College of Canada, Canadian Forces Base Kingston, PO Box 17000, Stn. Forces, Kingston, ON, K7K 7B4. Phone: (613) 542-5000 ext. 6286; Fax: (613) 542-3565; Email: faculty.services@rmc.ca. The Royal Military College of Canada is an equal opportunity employer, and these positions are offered equally to women and men, in accordance with the Public Service Employment Act. Preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicc/> for further information.

■ **ARTS** — Collège militaire royal du Canada. La faculté des arts du Collège militaire royal du Canada invite les candidats pour des postes d'enseignants à temps plein, temps partiel et à contrat, à la fois pour l'enseignement sur place à Kingston, Toronto, et Campus St-Jean, ainsi qu'à distance. La faculté des Arts offre des programmes de baccalauréat en administration des affaires, études anglaises, études françaises, histoire, psychologie militaire et leadership et sciences politiques et économiques, et études sur la conduite de la guerre. Pour en apprendre plus sur les programmes offerts au CMR veuillez consulter notre site web au www.rmcc.ca. Les qualifications requises sont un doctorat (ou son équivalent, ou exceptionnellement, une maîtrise dans une discipline connexe peut être acceptable) avec une concentration en administration des affaires, anglais, français, histoire, sciences poli-

Advertising Deadlines 2007-2008 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	AO DEADLINE / DATE LIMITE	PUBLICATION DATE / DATE DE PARUTION
September 2007 septembre	August 08 août 2007	August 30 août 2007
October 2007 octobre	September 05 septembre 2007	September 27 septembre 2007
November 2007 novembre	October 03 octobre 2007	October 25 octobre 2007
December 2007 décembre	November 07 novembre 2007	November 28 novembre 2007
January 2008 janvier	November 28 novembre 2007	December 20 décembre 2007
February 2008 février	January 09 janvier 2008	January 31 janvier 2008
March 2008 mars	February 06 février 2008	February 28 février 2008
April 2008 avril	March 05 mars 2008	March 27 mars 2008
May 2008 mai	April 02 avril 2008	April 24 avril 2008
June 2008 juin	May 07 mai 2008	May 29 mai 2008

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Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all persons advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to the reasons. The *CAUT Policy Statement* on Academic Freedom contains fundamental statements of principles which reflect the priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, this *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the status of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by visiting the AAUP: 500-1012 14th St. N.W., Washington, DC 20036-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Les tarifs sont en vigueur jusqu'en juin 2008

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Déclaration de l'éditeur

La *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, d'origine, de couleur, de sexe, d'âge, de statut civil, de situation familiale, ethniques, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne seront acceptées à moins qu'elles ne soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique reflète les priorités de cette organisation. Le *Bulletin* de la rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser des annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'intention d'interdire ou de restreindre la liberté académique pour restreindre ou limiter le recrutement.

La *Bulletin* accepte les offres d'emploi de l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association américaine des professeurs universitaires enquête sur les prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, priés d'écrire à l'AAUP: 500-1012 14th St. N.W., Washington, DC 20036-3465; tel: (202) 737-5900, ou de visiter www.aaup.org.

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BULLETIN

CARRIERS CARRIÈRES

liques, économie ou psychologie, études de la sécurité et de la défense, ou autre domaine connexe, et une expérience adéquate d'enseignement. Les candidats qualifiés seront retenus dans nos bases de données pendant une période d'un an. Certaines de ces positions pourraient devenir des postes permanents. Ces postes ont un profil et exigences linguistiques variées, dont anglais essentiel, français essentiel et bilingue qui requièrent l'habileté de lire, comprendre et de communiquer oralement dans les deux langues officielles (le français et l'anglais). Pour les postes à temps plein, ces positions seront complétées à un rang et niveau de salaire appropriés aux qualifications et à l'expérience du candidat choisi. Le salaire maximum pour le rang de chargé de cours est de \$69 610 \$, professeur adjoint est de \$84 515 \$ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 514 \$ et 121 821 \$, plus une indemnité provisoire de 3 300 \$. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Pour les postes à temps partiel et à contrat, le niveau salarial ou de compensation se situe entre 3 500 \$ et 10 000 \$ par cours et une semaine dépendant du niveau du cours. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire de leurs interventions et publications, quelques exemples de leurs publications et les coordonnées de trois références, à Mme Maggie Sheppard, Directrice des

services universitaires, Collège militaire royal du Canada, Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston (ON), K7K 7B4; Tel: (613) 544-6000, poste 6286; Fax: (613) 542-3565; Courriel électronique: faculties.services@rmc.ca. Le Collège militaire royal du Canada est une institution militaro-éducative bilingue et biculturelle. Les postes sont ouverts aux hommes, femmes et aux personnes de la loi. L'emploi dans la fonction publique est une préférence sera accordée aux personnes de la loi. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements, contactez le Centre d'information canadienne sur les diplômes et les certificats à l'adresse suivante: <http://www.cmec.ca/cic/cic/>.

B

BIOLOGY — Saint Mary's University. Saint Mary's University invites applications for a limited term (9 month) position commencing September 1st, 2008 (subject to final budgetary approval) in the Biology Department at the rank of Lecturer or Assistant Professor. Preference will be given to candidates with a PhD and experience in DNA analysis, genomics, bioinformatics or in other relevant areas. Applicants with a PhD and who show evidence of excellence in research and teaching are preferred. The successful applicant will be expected to contribute significantly to the develop-

ment and delivery of courses in support of the new "pre-health sciences" track within the Biology Department, conduct research and supervise honours students. The Biology Department has a young, research-oriented faculty, a number of graduate students with the MSc in Applied Science Program and has upgraded its infrastructure via an successful CF (Canadian Foundation for Innovation) grant. Furthermore, a major extension and renovation of the Science Building is near completion. Details of departmental interests and activities can be found at: <http://www.stmarys.ca/biology/welcome.html>. Applicants should include a curriculum vitae, a proposed research program, preferably using the NSERC Discovery Grant or similar format, copies of reprints, and other relevant documents, and the names and addresses of three persons willing to provide a reference. Applications should be sent to: Chairperson, Biology Department, Saint Mary's University, 923 Robt Street, Halifax, Nova Scotia, B3H 3C3, by May 30th, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

BIOLOGICAL SCIENCES — University of Guelph. The Department of Biological Sciences, Ontario Veterinary College, University of Guelph, is seeking applications for a tenure-track faculty position in Physiology or Pharmacology at the Assistant or Associate Professor level. Applicants should have a DVM and PhD, or an equivalent degree, combined with a strong record of postdoctoral research experience. The successful candidate will contribute to teaching in the department's BSc and DVM programs, and will also be expected to develop an externally funded research program to support graduate student training in the department. Applicants whose research interests would complement the existing strengths of the department in Neuroendocrinology and/or cardiovascular physiology are particularly encouraged to apply. The Ontario Veterinary College is a founding college of the University of Guelph, which is Canada's leading comprehensive university. The city of Guelph (www.city.guelph.on.ca) is a vibrant community of 100,000 people located in southern Ontario, approximately one hour west of Toronto. The Department of Biological Sciences, together with the Departments of Clinical Studies, Pathobiology and Population Medicine, comprise the academic core of the Ontario Veterinary College. The Department of Biological Sciences offers undergraduate courses in the Doctor of Veterinary Medicine (DVM) program, as well as the Biomedical Science and the Veterinary Biotechnology BSc majors and the University's developing collaborative undergraduate and graduate Neuroscience programs. The University of Guelph has significant collaborative links with other outstanding research science centres in southern Ontario, as well as a unique relationship with the Ontario Ministry of Agriculture and Food (OMAF), providing access to research stations and support funding. The Department offers MSc and PhD programs, and is also involved in the Doctor of Veterinary Science (DVS) graduate program administered by the College. Further information about the undergraduate programs can be found on the university's college and departmental websites: <http://www.uoguelph.ca>; <http://www.uoguelph.ca/biology>; <http://www.uoguelph.ca/departments>. Qualified candidates are encouraged to ap-

ply; however, Canadians and permanent residents of Canada will be given priority. The University is committed to an Employment Equity Program that includes special efforts to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified individuals, including women, persons with disabilities, members of visible minorities, and women. Salary is negotiable and commensurate with experience and qualifications. The deadline for applications is May 15, 2008, or until the position is filled. Please send a letter of interest, curriculum vitae, a teaching dossier which should include a teaching statement and the names and addresses of three referees to: Dr. N.J. MacLusky, Chair, Department of Biological Sciences, Ontario Veterinary College, University of Guelph, Guelph, ON, N1G 2W1, Canada. Fax: (519) 767 1450; E-mail: emac@uoguelph.ca.

BUSINESS — Queen's University. Queen's School of Business is seeking outstanding applicants for the inaugural Donald R. Sobey Professorship in International Business. The Donald R. Sobey Professorship is a research position in international business research conducted by a Queen's School of Business faculty member. The successful candidate will receive support to continue their work in the study of international business as well as have the opportunity to take a leadership role in promoting research and quality education. Additional activities include supervising and mentoring graduate students, and teaching graduate and/or undergraduate courses in international business. The primary criteria for being awarded The Donald R. Sobey Professorship is evidenced by a strong and impactful research record in top-tier publications, publications that are extensively cited, scholarly books, doctoral student supervision, external research funding, and other significant research achievements. The position will be a tenured appointment at the rank of Senior Associate or Full Professor. The position is for an initial five year term with the possibility of renewal. Compensation: Salary will be commensurate with qualifications and experience. Institution: Queen's University has a long and rich tradition of academic excellence, dating back to a 19th-century business school. Queen's University in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding record for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students. In seven different fields of study, our graduate programs in Management have the highest entrance standards in Canada and is widely viewed as the country's best business school. Queen's has gained international recognition for its MBA and executive education programs. BusinessWeek ranks Queen's full-time MBA #1 outside the U.S. and Queen's Executive MBA #1 in Canada, and the Financial Times ranks our executive education programs #1 in Canada. Queen's School of Business is also home to research centres focused on business innovation, social responsibility, knowledge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS and the Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: <http://www.queensu.ca>. The city: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake On-

tario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa, Kingston is a vibrant city on the international bridge linking Ontario and upstate New York, and 90 minutes from Syracuse. This is an international research, open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace. We welcome women, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is post final budgetary approval. The effective date of the appointment will be July 1st, 2008, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, a sample teaching evaluation and a sample curriculum vitae electronically to: hr@business.queensu.ca. We will begin reviewing applications as received. Dr. Brent Gellage, Associate Dean - Faculty, Queen's School of Business - Rm. 344 Goodes Hall, Kingston, ON, Canada, K7L 3N6.

C

CHEMICAL ENGINEERING — University of Waterloo. The Department of Chemical Engineering at the University of Waterloo is seeking outstanding candidates for two tenure track positions at the level of Assistant, Associate, or Full Professor in all areas of chemical engineering. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 13 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Interfacial Phenomena, Colloids and Polymers; Green Engineering; Nanotechnology; Process Control; Statistics and Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 130 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin cities of Kitchener-Waterloo with a population of over 500,000 located 100 km SW of Toronto. The community is ranked highly for its excellent living conditions. More information on the department of university is available at: <http://www.uwaterloo.ca>. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Duerksen, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L

3G1. Applications will be received until the dates are enclosed are received and filled. Candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, persons with disabilities.

CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo. The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure track and tenured faculty positions in all areas of civil and environmental and geologic engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil infrastructure management, (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transportation systems, (3) Environmental engineering, (4) Water resources, (5) Urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political-institutional dimensions. (3) Regional scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change, and water resources. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activities are necessary. Expertise in spatial analysis, regional planning, and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach and supervise graduate students is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, and materials and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and lifecycle optimization for low energy consuming departments is an asset. The individual selected will be expected to contribute to teaching undergraduate and graduate students, and senior-level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo. Applicants should have or expect to receive a PhD in civil engineering or a closely related field, have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario, and provide evidence of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with

Tier II Chair in Health Education Research Faculty of Education University of New Brunswick

The Faculty of Education at the University of New Brunswick invites applications for a Tier II Chair under the Canada Research Chair (CRC) program. Applicants for this tenure-track faculty position should have demonstrated research accomplishments as well as an excellent teaching record in Educational Psychology or Counseling Education. The successful applicant will be expected to participate vigorously, and to take a leading role, in the Research program of the Health and Education Research Group (HERG) in the Faculty of Education at the University of New Brunswick (Fredericton). The proposed research program should complement and extend the current activities of the faculty members involved in health and education research.

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest level of research excellence in the global, knowledge-based economy (<http://www.chairs.gc.ca>). Tier 2 Chairs are for emerging researchers (less than 10 years from completion of their Ph.D.) that hold or are eligible to receive SSHRC funding. Applicants should demonstrate potential as leaders in their field, a strong (or emerging) national and international scholarly presence, an excellent teaching and graduate supervision record, the potential for attaining significant external funding, and a commitment to collaborative research. Recipients are eligible for infrastructure support through the Canada Foundation for Innovation (CFI). The Chair will participate, with a reduced teaching load for the duration of the CRC, in graduate and undergraduate teaching within the Faculty.

The University of New Brunswick is one of the oldest public universities in Canada. It offers degrees in more than 60 disciplines encompassing a range of academic and professional programs. The Faculty of Education offers graduate and undergraduate programs in teacher education and adult education. The Faculty is active in international programs and has been highly successful in obtaining research grants and contracts.

This tenure-track appointment will be at the rank of Assistant Professor or Associate Professor, depending on qualifications, and will be conditional on the successful candidate being approved as a Tier II Canada Research Chair. The successful candidate will have a Ph.D. in Educational Psychology or related discipline, demonstrated expertise in special or inclusive education, an outstanding record of research accomplishments, and show strong potential to become an international leader in his/her disciplinary area.

The University of New Brunswick is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We thank all applicants in advance for their interest, but only those short-listed will be contacted.

The deadline for receipt of applications is June 30, 2008, but applications will be considered as long as the position remains unfilled. The selected candidate will be required to work with the Faculty of Education and the Office of Research Services to prepare a competitive nomination package for submission to the CRC by early September 2008. The anticipated start date is July 1, 2009.

Candidates should send a curriculum vitae and a statement outlining their past research and future research plans, and arrange for letters from three referees to be sent to

Dr. Sharon Rich, Dean
Faculty of Education
University of New Brunswick
Box 4400
Fredericton, NB E3B 5A3



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. This position is subject to budgetary approval. The University of New Brunswick is committed to the principle of employment equity.

Faculty Position in Genetic Biostatistics Department of Clinical Epidemiology and Biostatistics, McMaster University Biostatistics Unit, St. Joseph's Healthcare Hamilton

The Department of Clinical Epidemiology and Biostatistics (CE&B) at McMaster University and the Biostatistics Unit at St. Joseph's Healthcare Hamilton are offering a 3-year renewable faculty position in biostatistics at the level of associate (or experienced assistant) professor. You will develop a genetic statistics research program at the Biostatistics Unit, exploring the influence of genetic data in the context of biological, environmental, and social determinants of health. Qualifications include a Ph.D. or equivalent in biostatistics, an established record of research in genetic statistics demonstrated by publications in peer-reviewed journals and participation as PI or Co-PI on peer reviewed funded research, experience developing statistical methods for genetic epidemiology and health research, and proficiency with statistical applications in population genetics/clinical trials/health services research. An excellent record of collegiality and collaboration is required along with experience in the application and teaching of biostatistics in health research and statistical consultation with clinician researchers.

Statistical research in the Department is typically motivated by problems encountered in clinical studies, such as choosing efficient study design, identifying and describing gene-environment interaction, estimating absolute risk, addressing errors in exposure and clinical measurements, and identifying true associations in genome-wide scans for disease-producing or treatment response triggering genetic variants. We anticipate increasing opportunities for research and applications in high-dimensional data analysis, Bayesian methods, bioinformatics and analytic methods for large data sets from gene expression micro-array, genomic and proteomic experiments including datasets from cutting-edge studies of genetic, lifestyle, and other environmental causes of disease. The successful applicant will contribute to relevant educational programs such as the Health Research Methodology Graduate Program and the Bachelor of Health Sciences Program, lead the development of graduate courses in genetic statistics, and consult on research programs through the Father Sean O'Sullivan Research Centre and CE&B.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. Located mid-way between the Niagara Peninsula and Metropolitan Toronto, it offers an unparalleled social, cultural and recreational living environment, and a challenging academic career in one of Canada's premiere health universities. The Department is world renowned for the pioneering nature and high quality of its research and education programs. CE&B provides an exciting academic environment, operating on a collegial model with interdisciplinary research teams and a mentorship program for junior faculty. For more information about CE&B, visit <http://www.fhs.mcmaster.ca/ceb> and for information about the Faculty, go to <http://www.fhs.mcmaster.ca>. You will be part of the Biostatistics Unit http://www.thecem.net/biostat_intro.php in the Father Sean O'Sullivan Research Centre at St. Joseph's Healthcare Hamilton.

This position will remain open until May 31, 2008 or until a suitable candidate is found. Applicants are invited to submit a curriculum vitae, a statement of research interests and academic goals, and the names of three referees, to: Dr. R. Brian Haynes, Department Chair, Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5 Tel. 905 525 9140 ext. 24931 e-mail: bhaynes@mcmaster.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.

McMaster University

CAREERS CARRIÈRES

RYERSON
UNIVERSITY

FACULTY OF

Engineering,
Architecture
& ScienceWELCOME
new ways of thinking
about our world.

Are you a creative educator and researcher looking for a welcome change of scenery? Are you eager to make your personal mark in advancing knowledge and professional practice in a comprehensive university environment? Do you see yourself working as part of a highly collaborative, innovative faculty team with new ways of thinking about our world? Then, Ryerson's Faculty of Engineering, Architecture and Science is where you want to be.

DEPARTMENT OF CIVIL ENGINEERING

Tenure-Track or Limited-Term Faculty Positions

The Department of Civil Engineering at Ryerson University, Toronto, Ontario, Canada, invites applications for two positions at the Assistant or Associate Professor level, with an expected start date of August 1, 2008. The two positions will be in the Risk and Project Management in Civil Engineering and the Structural Engineering areas. Successful candidates must have exceptional qualifications, and be capable of developing outstanding teaching and research programs. The two positions will be either a tenure-track or a four-year limited-term faculty, depending on the qualifications and experience of the successful applicants.

Successful applicants will be expected to: teach effectively at the undergraduate and graduate levels; supervise graduate students; participate in other educational, scholarly and professional activities; liaise with industry; and develop a research capability in the required areas of specialization. Applicants should have an earned PhD degree in Civil Engineering related to the required areas of specialization. Candidates are expected to have a strong commitment to teaching excellence at the undergraduate and graduate levels, and a demonstrable research ability to develop an externally funded, independent research program, and to publish in leading scholarly journals. Registration, or eligibility for registration, as a Professional Engineer in Ontario is mandatory.

The applicants for the Structural Engineering position should have research and industrial experience pertaining to one or more of the following: development of innovative construction materials and their structural applications; structural design; structural dynamics; and building applications. A capability of teaching relevant courses at the graduate level, such as engineering design, composite construction in steel, timber and concrete, steel-plated structures, bond in composite construction, and construction methods, will be an asset.

The applicants for the Risk and Project Management in Civil Engineering should have research expertise and teaching ability pertaining to one or more of the following: risk; asset integrity management; life cycle optimization; civil infrastructure management; uncertainty management; modelling and control for construction operations; and cost and constructability assessments and sustainability through quality assurance.

The Department of Civil Engineering has 18 faculty members, over 350 undergraduate students pursuing an accredited Bachelor of Engineering degree, and over 150 graduate students at the master's and doctorate levels. The Department offers a curriculum that encompasses the areas of structural, geotechnical, transportation, materials, and environmental engineering. Offerings also include a unique Geomatics Engineering option. More information about the Department and our academic programs is available on our website at www.civil.ryerson.ca.

Interested candidates should submit a detailed resume, a brief statement of research and teaching interests, and the names and addresses of three referees, by May 1, 2008, to: Dr. Hesham Marzouk, Department Chair, Department of Civil Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5122. E-mail: hmarzouk@ryerson.ca. The Search Committee will begin the review process immediately. The search will remain open until the positions are filled.

Ryerson University, located in downtown Toronto, is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

feas.ryerson.ca

ENGINEERING

ARCHITECTURE

SCIENCE

It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://eeceadmin.uwaterloo.ca/OACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: a) Signal Processing, with expertise in one or more of the following sub-areas: the theory of signal processing (e.g., sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing; b) Mechanics and Control, with a strong background in mechatronics and expertise in the area of control systems; c) Control Systems, with a record of high quality theoretical research and, ideally, expertise in a significant application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://eeceadmin.uwaterloo.ca/OACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ENGINEERING — Royal Military College of Canada. The Faculty of Engineering of the Royal Military College of Canada invites applications for potential faculty members for full-time teaching and contract positions, both on-site in Kingston, Ontario, and Campus St-Jean, and for distance learning. The Faculty of Engineering offers programs in Chemical, Chemical and Materials, Civil, Computer, Electrical and Mechanical Engineering. To find out more about these programmes please visit the RMC web site at www.rmcc.ca. The required qualifications are a PhD (or equivalent) with a concentration in Chemical and Materials Engineering, Civil Engineering, Computer Engineering, Electrical and Mechanical Engineering, or other related fields, and acceptable teaching experience. All qualified applicants will be maintained as part of an inventory of candidates for a period of one year. Some of the duties of the successful applicant, the salary scale for a lecturer is \$69,510, for an Assistant Professor is \$84,515 and the ceiling for Associate Professor is \$112,821, respectively, plus an annual terminable allowance of \$3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of 36 months. For part-time employment, the salary range is between \$3,500 and \$10,000 for each one-term course depending on the level of the position. Interested candidates should submit a letter of application for the course(s) they wish to teach, curriculum vitae, evidence of teaching and research interests, sample publications and names of three references to: Ms. Maggie Shepherd, Director of Academic Services, Royal Military College of Canada, Canadian Forces Base Kingston, PO Box 17000, Stn. Forces, Kingston, ON, K7K 1S4. Phone: (613) 542-3565; Email: faculty.services@rmcc.ca. The Royal Military College is a constitutional and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimcc.ca/cicic/> for further information.

G

GÉNIE — Collège militaire royal du Canada. Le Collège militaire royal du Canada invite les candidatures pour des postes d'enseignants à temps plein, temps partiel et à contrat, à la fois pour l'enseignement sur place à Kingston, Ontario, et à distance, ainsi qu'à l'étranger. La faculté de génie offre des programmes de baccalauréat en génie chimique et des matériaux, civil, électrique, informatique, génie informatique et mécanique ou autre discipline connexe, et une expérience acceptable d'enseignement. Les candidats qualifiés seront retenus dans nos bases de données pendant une période d'un an. Certaines de ces positions pourraient devenir des postes permanents. Ces postes ont un profil et exigent des linguistiques variées, dont anglaises essentielles, français essentiel et bilingue qui valent l'habileté de lire, comprendre et

CAREERS CARRIÈRES

de communiquer oralement dans les deux langues officielles (profil linguistique P/P/P). Pour les postes à temps plein, ces positions seront comblées à un rang et niveau de salaire appropriés aux qualifications et à l'expérience du candidat choisi. Le salaire maximum pour le rang de chargé de cours est de 69 610 \$, professeur adjoint est de 84 515 \$ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 \$ et 121 821 \$, plus une indemnité provisoire de 3 300 \$, plus le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Pour les postes à temps partiel et à contrat, le niveau salarial ou de compensation se situe entre 3 500 \$ et 10 000 \$ par cours de un semestre dépendant du niveau du cours. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, quelques exemples de leurs publications et les coordonnées de trois références, à: Mme Maggie Shepherd, Directeur des services universitaires, Collège militaire royal du Canada, Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, (ON), K7K 7B4; Tél: (613) 541-6000, poste 6286; Fax: (613) 541-3565; Courriel électronique: faculty-services@rmc.ca. Le Collège militaire royal du Canada est une institution militaro-civile bilingue et se poste est offert également aux candidatures de citoyens canadiens. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les études internationales à l'adresse suivante: <http://www.cicic.ca/cicic/>

■ **GEOMATICS — University of Waterloo.** The University of Waterloo invites applications for a three-year term appointment, with the possibility of renewal, as a lecturer in Geomatics. Applicants must demonstrate excellent teaching skills and a clear promise of excellence, in teaching introductory undergraduate courses in geographic information systems (GIS) and a course in photogrammetry. This is a teaching (non-research) position with a start date of 1 July 2008 and thereafter. The position is in the Department of Geography, Faculty of Environmental Studies. For additional information see: <http://www.fes.uwaterloo.ca>. The Department recently launched a specialized undergraduate program in Geomatics to complement its research strengths in the field. Applicants must include a statement of the applicant's approach to teaching and learning, a

curriculum vitae and the names (with contact information) of three referees. Initial stage in the review of applications will be based on the letter of application and the CV. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on April 20, 2008 and continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

H

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** In support of the Master of Public Health (MPH) program at the University of Waterloo, the Department of Health Studies and Gerontology invites applications for a faculty position (tenured or tenure-track) in Epidemiology, specializing in areas of teaching and research relevant to environmental health, occupational health, and/or applied epidemiology with an environmental health perspective. Candidates should have an orientation toward teaching and quantitative assessment of local and population-wide environmental health problems, focusing on primary prevention of major chronic diseases and/or re-emerging infectious diseases related to the physical and social environment. These activities will include effective knowledge translation of findings arising from empirical studies and model simulations, to better inform public health policy within government agencies, health organizations, health stakeholder groups, and the general public. Located in the Department of Health Studies and Gerontology, the successful applicant will be expected to conduct an independent program of research relevant to public health, while permanently affiliated with the course teaching and practicum mentorship components of the MPH program. Additional duties may include undergraduate and graduate teaching and supervision, the supervision of MSc and PhD students. The University of Waterloo has initiated a significant expansion in teaching and research activities within the area of public health. The Master of Public Health (MPH) program was instituted within the Faculty of Applied Health Sciences to complement our existing research-oriented MSc and PhD programs. Beginning in

2006, the Waterloo MPH program is now offering graduate courses and practicum placements to a class of over 100 students. Anticipated program growth should result in a total enrollment of 120-150 MPH students by the end of the current decade. It is expected that the MPH program will soon offer a Specialization in Environmental Health, to complement the existing Sociobehavioral program. Although an appointment at the Assistant/Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants must have a proven ability for health research in one or more areas that complement those represented among the epidemiologists participating in the MPH program. Experience in research within the public health system is an asset. Excellent teaching and communication skills are also essential. The earliest effective date is expected to be January 1, 2009 but later appointments are also possible. The closing date for applications is July 31, 2008. Please submit a curriculum vitae, and arrange for at least three signed letters of reference to be sent directly to: Christina Mills, MD, FRCP, MPH Program Leader, Dept. of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HISTORY — University of Alberta.** The Wirth Institute for Austrian and Central European Studies of the University of Alberta in Edmonton, Canada, invites applications for a one-year post-doctoral fellowship with the possibility of renewal for an additional two years, effective 1 September 2008. The annual stipend is \$45,000. Applicants must have an academic specialization in any aspect of Austrian or Habsburg history. Applicants may be no more than 5 years past their doctoral degree and should be fluent in German. An ability to work in an additional central European language would be an asset. The successful candidate will not act as an assistant to the Director of the Wirth Institute for Austrian and Central European Studies and participate actively in the operation and activities of the Institute. The University of Alberta is committed to the principle of equity in employment. It welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities. Applicants should submit a full curriculum vitae and the names of two references to the Wirth Institute for Austrian and Central European Studies,

300 Arts Building, University of Alberta, Edmonton, AB, Canada, T6G 2E6. E-mail: franz.szaib@ualberta.ca. Application deadline: 31 May 2008.

■ **HISTORY — University of New Brunswick.** Subject to budgetary approval, the Department of History of the University of New Brunswick, Fredericton, invites applications for a nine-month seasonal appointment in Modern European History commencing 1 August, 2008, at the Assistant Professor level. This competition is open to all areas of specialization dealing with 19th and 20th century Europe (including Britain). The successful applicant will join a small but dynamic Department of diverse interests with a strong research profile, a reputation for excellence in teaching, and a large and very active graduate program. S/he will teach five undergraduate courses (three in one term, two in the other) including courses in the candidate's area(s) of expertise. Applicants should have a completed PhD, but those who are about to defend are also invited to apply. Previous teaching experience is desirable. A letter of application, curriculum vitae, supporting documents and three confidential letters of reference should be sent to Dr. Marc Milner, Chair, Department of History, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Further details about the position may be obtained by emailing milner@unb.ca. The deadline for receipt of applications is: 1 June 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship and visa status. The University of New Brunswick is committed to the principle of employment equity.

K

■ **KINESIOLOGY — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant or Associate Professor level in the field of Physical Ergonomics. Candidates must have a PhD and should have interest and experience in Ergonomics with a special emphasis on prevention of musculoskeletal disorders and injury. The ideal candidate will have teaching expertise in Ergonomics. Additional expertise in areas of engineering, workplace interventions, participatory workplace processes or program evaluation would be an asset. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. Facilitating activity within the faculty is the Centre for Research Excellence in Musculoskeletal Disorders. In addition to offering BSc, MSc and PhD degrees in Kinesiology, the University also has added the newly created PhD collaborative program in Work and Health. Further information about the department can be found at <http://www.hhs.uwaterloo.ca/kin>. Applicants should send a covering letter, three names of references, a curriculum vitae, and a statement of intent to Dr. Warren McGill, Chair of the hiring committee, Department of Kinesiology, at: 519-746-

6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is May 31, 2008 (or until position is filled). The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY — University of Calgary.** The Faculty of Kinesiology at the University of Calgary invites applications for a 3-5 year limited term appointment at the rank of Assistant Professor in the area of Biostatistics. The anticipated start date is Fall 2008. The Faculty welcomes applications from outstanding individuals with a demonstrated commitment to excellence in research and teaching, and whose interests focus on biostatistics with application in health and wellness research. While the successful candidate will have their primary appointment in the Faculty of Kinesiology, a joint or adjunct appointment in the Department of Community Health Sciences, Faculty of Medicine may also be possible. This career opportunity will be research intensive. The candidate will be guaranteed 75 percent of their time for a combination independent and collaborative research. Teaching and service commitments will be limited to 25 percent. Expertise in analysis of clustered data, longitudinal analyses, and randomized control trials is desired in the context of ongoing research in the Sport Injury Prevention Research Group. The successful candidate will be expected to participate in teaching at the student undergraduate and graduate levels, and must main-

University of Lethbridge



CANADA RESEARCH CHAIR & ENDOWED CHAIR

The Prentice Institute for Global Population and Economy Tier 1 Canada Research and Endowed Chair Positions

The University of Lethbridge is recruiting a Canada Research Chair (Tier 1) and an Endowed Chair as members of the Prentice Institute for Global Population and Economy. The Chairs will be professors in an appropriate academic department, play vital roles in leading core research groups within the multi-disciplinary and multi-faculty Prentice Institute, and be candidates for the future role of Director of the Institute. It is anticipated that the Institute will partner with other national and international groups and institutes working on related matters. The Institute will be housed in a new, purpose-built facility at The University of Lethbridge.

The University is looking for expressions of interest in both Chair positions from individuals with world-class research programs and extensive expertise in global population, its relationship to social, cultural and economic well-being, its relationship to social and economic development and resources, and the implications for global stability. The successful candidates will have recognized expertise in formal demographics, including strong statistical and methodological techniques; and a broad knowledge of social demography and economics related to such areas as income inequality and family structure, migration, aging and fertility, health, labour markets, etc.

The Prentice Institute's central research mandate is to examine big-picture issues relating to global population changes within a broad historical framework while also connecting local and regional changes with similar global trends. In doing so, the Institute will provide information and otherwise contribute to the development of policy options to guide Canadians and their governments in addressing some of the difficult challenges facing the world.

Candidates for the Tier 1 CRC Chair and the endowed Chair will be well-established scholars who have made major impacts in their fields of research. Additional information regarding the Canada Research Chairs programme is provided at www.chairs.gc.ca

The University of Lethbridge is one of Canada's top 10 primarily undergraduate universities, grounded in liberal education and committed to providing its students with small classes, a personal experience, and the most vital and engaging learning environment in the country.

With several well developed centres of research, the University of Lethbridge has also become a major research institution. The Prentice Institute is the newest of many research entities to establish itself on campus, thanks to the generosity of the Prentice family.

Candidates and nominees should submit a curriculum vitae, three letters of reference, a single page research proposal, and a letter of application or nomination indicating their interest and anticipated contribution to:

**Dr. C. Nicol, Dean of Faculty of Arts & Science
The University of Lethbridge
Lethbridge, Alberta T1K 3M4**

Applications will be accepted until the positions are filled.

These positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.



Academic Geriatric Psychiatrist

QUEEN'S UNIVERSITY AT KINGSTON

The Division of Geriatric Psychiatry, Department of Psychiatry, Faculty of Health Sciences, is currently seeking candidates for a GFT psychiatrist position. An attractive compensation package is available through an innovative alternative funding plan at Queen's University.

The successful candidate will join an Interdisciplinary Academic Division and affiliated Service Network centered at Providence Care, Mental Health Services and join a team of highly skilled colleagues who bring a caring attitude to service, education and research across a wide range of Geriatric Psychiatry Inpatient, Outpatient and Outreach Services.

The ideal candidate will contribute actively to Divisional responsibilities in the teaching of undergraduate students, postgraduates in Psychiatry, Fellows and to the continuing professional development of regional Family Physicians and health care providers. She/he will be expected to participate in a team atmosphere and have a keen interest in working in a Collaborative Care/Shared Care community-centered approach and engage in collaborative research in areas of health service, education and assessment and treatment. Preference will be given to applicants who can provide evidence of a current involvement and commitment to education through the submission of an educational dossier and the identification of referees who can attest to the applicant's education expertise. The successful candidate should hold or be eligible to hold a Specialty Certificate from the Royal College of Family Physicians and Surgeons of Canada or be eligible for certification examination at that institution. The candidate's educational background and/or experience will meet the Canadian Academy of Geriatric Psychiatry's full membership criteria. The successful candidate must also be eligible for licensure in Ontario.

Kingston is on the Canada's most beautiful and historic cities – bordered by the calm, blue waters of Lake Ontario and the St. Lawrence River. Housing prices compare favourably with the rest of Canada. Kingston is a charming city, small enough to allow easy access from one end of the city to the other, with an average drive of 10 minutes to Queen's University. Kingston is located only two and a half hours from the major Canadian centers of Toronto and Montreal, two hours from Canada's capital of Ottawa, and just a 20-minute drive from the American border.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

For further inquiries and detailed information, please contact Dr. Kenneth Le Clair, Clinical Director, Geriatric Psychiatry Services, Providence Care, Mental Health Services, 752 King Street West, Kingston, ON K7L 4X3 Phone: (613) 548-5567 Ext 5928 Fax: (613) 540-6128 Email: kclair@providencecare.ca OR apply in confidence with a full curriculum vitae as well as the names and full contact information of three references. Review of applications will begin May 15 and continue until the position is filled.

CAREERS CARRIÈRES

tain an active research program. Candidates must hold a PhD in Biostatistics, or Applied Statistics in a closely related field. Applications will be accepted until May 30, 2008. All applicants will need to submit documentation that includes: a description of their current research program and/or plans for independent research, a summary of teaching experience, and a curriculum vitae. Applicants also need to arrange to have three letters of reference submitted by the application deadline. All application materials should be addressed to: Dr. Wayne Gies, Dean, Faculty of Kinesiology, University of Calgary, 2500 University Dr NW, Calgary, AB, T2N 1N4. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity. To see all career opportunities available at the University of Calgary, please visit <http://www.ucalgary.ca/hr/careers>.

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■ LAW — University of Toronto. The University of Toronto, Faculty of Law invites applications from outstanding scholars for one or more tenure-track positions, at the Assistant, Associate or Full Professor rank. The positions are not subject-matter specific and are expected to commence July 1, 2009. We encourage diverse and interdisciplinary approaches to law, and welcome applications from candidates in all fields of legal study. Broad subject-matter areas include: Constitutional and International Law, Property Law (including Intellectual Property), Environmental and Sociological Approaches to Law, Legal Theory, Globalization, Transnational and International Law, Local Government Law, Foreign and Comparative Law, Corporate and Commercial Law/Law and Economics. The successful candidate will have completed or be close to com-

pleting graduate studies in law or a related field, preferably at the doctoral level, and will have demonstrated excellence in research and teaching. Salary will be commensurate with experience and qualifications. The University of Toronto, Faculty of Law is one of the world's great law schools. The University is dedicated to the goal of building a culturally diverse and pluralistic faculty committed to research and teaching. The Faculty of Law offers opportunities for collaborative and interdisciplinary research and teaching, the excitement of working with a diverse student population, and actively encourages innovative scholarship. As the economic and intellectual hub of Canada, Toronto provides access to policy and decision makers at all levels, and is a vibrant, cosmopolitan and safe city. The closing date for applications is July 1, 2008. Applications will be accepted electronically on our website between May 1st and July 1st, 2008 by logging on to

www.law.utoronto.ca/faculty/jacoff/. Applications must include a detailed covering letter which identifies the applicant's areas of interest in research and teaching as well as a brief research plan, a c.v., copies of all law and graduate transcripts, two sample publications, and a teaching dossier, where relevant. We also require at least three signed letters of reference, to be sent directly by reference, by email to law.recruitment@utoronto.ca or by mail.

■ LIBRARIAN — University of Western Ontario. Western Libraries invites applications from innovative, energetic and service-oriented individuals for a probationary position which upon successful review will lead to a continuing appointment within Western Libraries, with specific responsibilities for leadership of scholarly communication initiatives. This position is newly funded and provides the individual appointee with an exciting opportunity to shape the role in the context of the University's strategic commitment to enhanced research activity and expanded graduate programs. Reporting to the Associate University Librarian (Research and Scholarship), the Research and Development Librarian (Scholarly Communication) will join the Office of the University Librarian team that includes senior librarian positions with overarching Western Libraries responsibilities. The candidate will bring vision and creativity to developing, promoting and assessing a scholarly communication program for Western Libraries, and to coordinating liaison efforts by the Libraries in support of the University's researchers. Within this broad-based mandate, the librarian will be responsible for the creation of a scholarly communication education program for all faculty and staff at Western, and an institutional repository for digital content. Posting closes 25 May 2008. For full posting including qualifications and application process visit: <http://www.uwo.ca/ppw/facultyrelations/jobs/librarian.html>.

■ MARKETING, BUSINESS ECONOMICS & LAW — University of Alberta. The University of Alberta is one of the leading research universities in Canada. The Department of Marketing, Business Economics and Law invite applications for a full-time, tenure-track position in marketing at the Assistant Professor level. A PhD (or close to completion) in Marketing or a related field and a demonstrated commitment to teaching and research at the university level are required. Appointment to a more senior level (Associate or Full Professor) may be considered de-

pending on qualifications and experience. The successful candidate will have an opportunity to teach in the undergraduate, MBA, and PhD programs and supervise graduate students in their field of interest. The successful candidate will be expected to be productive in research and scholarly activities and develop and maintain an independent research program with external funding. Please submit a letter of application, statement of research interests, curriculum vitae and three letters of reference. Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta, School of Business, Edmonton, Alberta, Canada, T6G 2R6; Email: mbr@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ MECHANICAL & MECHANOTRONICS ENGINEERING — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Mechatronics Engineering at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in autonomous systems, mobile robotics, modeling and design of electro-mechanical systems, intelligent control, embedded control, intelligent vehicle systems, MEMS, or related areas. The ability to develop synergies with existing research activities within the department and the university, and work well in a multi-disciplinary environment will be an asset. Applicants must hold a Ph.D. in Mechanical Engineering or a related discipline and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a cover letter, and a statement of interest in the position to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechae@uwaterloo.ca. Applications will be accepted until vacancies are found. Eligibility for registration as a Professional Engineer is a requirement. The successful candidate will be expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ MECHANICAL ENGINEERING — University of New Brunswick. The University of New Brunswick, Department of Mechanical Engineering, invites applications for a tenure stream appointment at the Assistant Professor level with specialization in Design and Optimization. Duties in the Department will include teaching undergraduate courses in the core Mechanical Engineering curriculum, developing courses in the area of the appointee's research specialty at the senior undergraduate and/or graduate level, supervising graduate students and conducting research. The Department currently has approximately 300 undergraduate students and 45 full-time graduate students. Further information about the Department can be found at www.mech.unb.ca. The appointee must have completed an earned doctorate in Mechanical Engineering, with experience in Design and Optimization. Demonstrated achievements in research and teaching, as well as design experience, will be an asset. The appointee shall be eligible for registration as a registered Professional Engineer in the Province of New Brunswick. Applications, including a curriculum vitae, a teaching dossier (if available), a brief research proposal, and the names of three academic references, should be sent to Professor Richard D. Johnson, Department of Mechanical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Email: meceng01@unb.ca. Fax: (506) 335-2222. Review of applications will begin immediately and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of New Brunswick is committed to the Principle of Equity in Employment.

■ MEDICINE — University of Alberta. The Department of Medicine, University of Alberta and University of Alberta Hospital, invite applications for a senior clinician-investigator position, tenured at either the Associate or full Professor level, working in the area of basic and translational research in stem cell biology and/or regenerative medicine. Applicants must have an MD or MD/PhD degree with certification in their specialty, and must be eligible for medical licensure in Alberta. The candidate is expected to have experience and vision, and to have developed a strong independent and externally-funded research program, as well as contributed to graduate and post-doctoral training, and facilitated interdisciplinary research collaborations. Salary will be determined under the Department's alternate funding scheme commensurate with qualifications and experience. The investigator will have access to outstanding core resources, which includes in-house confocal microscopy, immunofluorescence, flow cytometry, cell sorting, microarray, proteomic, metabolomic, and small-animal facilities. The successful candidate will assume leadership in recruitment of junior scientists into the program. The University of Alberta in Edmonton is one of the top 100 teaching and research universities in the world, serving some 36,000 students with more than 11,000 faculty and staff. Founded a century ago, the University has an annual operating excess of \$1 billion and attracts more than \$400 million in external research funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties. Edmonton, with a growing population of over one million, is the cosmopolitan capital of Alberta, offering active music and theater community, beautiful river valley, and attractive living accommodations; this energetic city has something for everyone! Applicants should send a curriculum vitae, statement of research accomplishments and plans, and the names of three references by May 16, 2008. The position will remain open until a qualified candidate is appointed. Interested applicants may apply to: Dr. Jon Medendorp, Department of Medicine, 2F1.30 Walter C. McKenzie Centre, University of Alberta, Edmonton, AB, T6G 2R7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ MINERAL RESOURCE ENGINEERING — Quebec University. The Department of Civil and Resource Engineering invites applications for a five-year limited term faculty position, Assistant or Associate Professor, in the area of Mining and Petroleum Engineering. The position is expected to commence July 1, 2008. Candidates should have an undergraduate degree in Mining Engineering or a related engineering field and a doctoral degree in a related area. Eligibility for registration with Engineers Nova Scotia is considered essential. The successful candidate will have a strong background in both surface and underground mining and will be expected to teach at undergraduate and graduate levels. Working

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term Position

In the Department of English

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment.html



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca



President & Vice-Chancellor

The University of Western Ontario invites nominations and applications for the position of President & Vice-Chancellor. The appointment, for an initial five-year term, begins July 1, 2009.

One of Canada's leading universities in both teaching and research, The University of Western Ontario is a diverse and collaborative community of nationally and internationally celebrated scholars. Western's twelve Faculties and Schools and three affiliated University Colleges offer more than 200 undergraduate, 56 master's and 37 doctoral programs. Total enrolment is more than 33,000 full-time equivalent undergraduate, graduate and professional students. There are 1,307 full-time faculty members, 2,246 non-academic staff, and 231,000 alumni worldwide. Located in London, Ontario, Western is committed to promoting the economic, social and cultural development of its local community and to maintaining strong relations with its partners in health research. For additional information, please visit www.uwo.ca.

Western's strategic plan, *Engaging the Future*, focuses on providing the best student experience in a research-intensive university through student engagement and self-discovery; expanding and enriching the experience of graduate students in an environment supportive of academic, professional and personal growth; and building the research university through strategic investment in areas of established and emerging research strength. The University is planning a major capital campaign, to be launched in 2009.

The President & Vice-Chancellor will be an inspiring leader who articulates the vision of a leading, research-intensive university, and works tirelessly to champion its aspirations and to achieve its goals as a global meeting place for excellence. The successful candidate will possess an outstanding record of teaching, research and academic leadership; demonstrable management achievements; a clear focus on enhancing research excellence; an evident commitment to students; and a strong public presence, with proven capacity for relationship-building and fundraising. Compelling communication abilities, a commitment to openness, equity, diversity and respect, and a reputation for integrity, decisiveness and sound judgment are essential candidate characteristics.

Consideration of candidates will begin late May 2008. Nominations, applications and expressions of interest should be submitted in confidence to the address shown below. The President of The University of Western Ontario is required by statute to be a Canadian citizen, and all qualified candidates are encouraged to apply. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

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CAREERS CARRIÈRES

knowledge of mine drainage, backfill and ventilation would be an asset, and industrial experience is desirable. Candidates must also be able to develop and maintain externally-funded research in their field of expertise and supervise graduate students. Applications, including a curriculum vitae and a statement of teaching and research interests, should be sent to: Chair of the Search Committee, Search MRE 1333, Department of Civil & Resource Engineering, Dalhousie University, PO Box 1000, Halifax, NS, Canada, B3J 2Y4. Tel: 902.494.3954; Fax: 902.425.1037; Email c/r: lena.rodigue@dal.ca. Three letters of reference should be sent directly by referees to the same address. Review of applications will begin immediately and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

MINERAL RESOURCE ENGINEERING — Dalhousie University. The Department of Civil and Resource Engineering invites applications for a tenure-track position, as an Assistant or Associate Professor, in Mineral Resource Engineering. Candidates should have an undergraduate degree in Mining or Petroleum Engineering or a related engineering field and a PhD in a related area. Eligibility for registration with Engineers Nova Scotia is considered essential. The successful candidate will have strong knowledge of mineral resource engineering with expertise in geomechanics related to oil/gas engineering, coal bed methane recovery and CO2 sequestration and will be expected to teach at undergraduate and graduate levels. Background in mining and/or petroleum engineering is essential and industrial experience is desirable. Candidates must also be able to develop and sustain externally-funded research in their field of expertise and supervise graduate students. Applications, including a curriculum vitae and a statement of teaching and research interests, should be sent to: Chair of the Search Committee, Search MRE 1333, Department of Civil & Resource Engineering, Dalhousie University, PO Box 1000, Halifax, NS, Canada, B3J 2Y4; Tel: 902.494.3954; Fax: 902.425.1037; Email c/r: lena.rodigue@dal.ca. Three letters of reference should be sent directly by referees to the same address. Review of applications will begin immediately and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

NANOTECHNOLOGY ENGINEERING — University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 340 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, fluidics) and nanosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, non-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement, and a research statement. They may also indicate the department(s) they wish to be considered. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. Email: nefeac@uwaterloo.ca (Electronic submissions welcome). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and is one of the fastest growing in Canada. All qualified applicants are

encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

OPERATIONS & DECISION SCIENCES — Wilfrid Laurier University. The School of Business and Economics at Wilfrid Laurier University invites applications for two limited term fulltime positions in the Operations & Decision Sciences (ODS) area, commencing September 1, 2008. Position subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

ORGANIZATIONAL BEHAVIOR & HUMAN RESOURCE MANAGEMENT — Wilfrid Laurier University. The School of Business and Economics at Wilfrid Laurier University invites applications for two one-year limited term positions in Organizational Behavior and Human Resource Management, commencing September 1, 2008. Position subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

PHYSICAL THERAPY — University of Western Ontario. The Faculty of Health Sciences at the University of Western Ontario invites applications for a full-time limited-term position at the rank of Lecturer, in the School of Physical Therapy with academic responsibilities in teaching and service to support the Master of Clinical Science (Manipulative Therapy) program. The initial appointment is for one year, with the possibility of renewal for a second year. Candidates must be credentialed to teach the equivalent of Level 5 in the Canadian Physiotherapy Association Orthopaedic Division syllabus. Preference will be given to candidates with research publications or a research-based Master's degree related to Physical Therapy. Candidates must be a physical therapist and registered with the College of Physiotherapists of Ontario. The University of Western Ontario, with its affiliated teaching hospitals and research institutes, is known as one of Canada's premier centers for research in rehabilitation sciences and musculoskeletal health. The School of Physical Therapy is committed to advancing a world-class reputation in musculoskeletal health, while complementing university-wide research strengths in the neurosciences, cardiovascular and respiratory health, and child and family health fields. It is one of five Schools within the Faculty of Health Sciences at UWO and has two masters level programs: 1) an entry level professional Master of Physical Therapy (MPT) program, and 2) a Master of Clin-

ical Science (MClSc) program with two fields (Manipulative Therapy and Wound Healing). In addition, the Faculty of Health Sciences offers an interdisciplinary Health and Rehabilitation Sciences Program with a PT field offering MSc and PhD degrees. For more information, see <http://www.uwo.ca/hs/pt>. The effective date of the appointment is July 1, 2008 or as negotiated. Interested applicants should send a curriculum vitae, a brief statement of teaching interests, and the names and contact information of three referees to: Dr. S. Jayne Garland, Director, School of Physical Therapy, 1588, Elsom College, The University of Western Ontario, London, Ontario, N6G 1H1; <http://www.uwo.ca/hs/>. The deadline for receipt of applications is June 23, 2008. Please quote Number HS 098 on all correspondence. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada


will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

PHYSICAL THERAPY — University of Alberta. Applications are invited for a tenure track position in the Department of Physical Therapy at the University of Alberta. As a Department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course-based MScPT program that integrates strong clinical and evidence based practice skills. The Department also participates fully in the interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currently consists of sixteen full-time faculty members. Within the Faculty there are interdisciplinary research groups focused on common spinal disorders, movement disorders and rehabilitation, child development and aging. Opportunities for research collaboration are al-

so available on campus with the Alberta Centre on Aging, the University Centre for Neuroscience, the Institute of Health Economics, the Alberta Heart Institute, the Alberta Provincial CHIR Training Program in Bone and Joint Health, the Centre for Health Promotion Studies, the Community University Partnership for the Study of Children Youth and Families and the Health Care Quality Outcomes Research Centre. Close working relationships also exist with the Glenrose Rehabilitation Hospital and other community-based physical therapy programs. Qualified candidates will possess a doctoral degree in health sciences, social sciences or related disciplines; have a strong research background and the potential to establish an independent research program. A background in physical therapy is preferred. Evidence of successful grant applications will be advantageous. Response letters will include teaching at the graduate level and maintaining an active research program. For details about the positions or the Department contact Dr.

RYERSON UNIVERSITY

FACULTY OF

Engineering,
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new ways of thinking
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Are you a creative educator and researcher looking for a welcome change of scenery? Are you eager to make your personal mark in advancing knowledge and professional practice in a comprehensive university environment? Do you see yourself working as part of a highly collaborative, innovative faculty team with new ways of thinking about our world? Then, Ryerson's Faculty of Engineering, Architecture and Science is where you want to be.

DEPARTMENT OF CHEMISTRY AND BIOLOGY

Limited-Term Faculty Position

The Department of Chemistry and Biology is in a phase of dynamic growth, with new Biology and Chemistry B.Sc. programs established in September 2005 (www.ryerson.ca/science). Our faculty members are committed to providing high-quality educational experiences to all our students.

We invite applications for a full-time limited-term faculty position at the Assistant Professor level. The term of appointment is three years. The successful candidate will have a PhD in Biology or a related field and a demonstrated interest in teaching at the undergraduate level. The main duty will be to teach Anatomy and Physiology courses to undergraduate students in Science, Midwifery, and Collaborative Nursing programs. Teaching duties may change based on the academic and operational needs of the Department. Experience in teaching large classes (100+ students) is an asset, as is knowledge of on-line course delivery methods (e.g. Blackboard).

Applicants should submit a cover letter, curriculum vitae, teaching philosophy and two signed letters of reference, by May 15, 2008, to: Dr. Darrick Heyd, Interim Chair, Department of Chemistry and Biology, 350 Victoria Street, Toronto, ON M5B 2K3. E-mail: dheyd@ryerson.ca.

Ryerson University, located in downtown Toronto, is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

feas.ryerson.ca

The Heart & Stroke Foundation

ENDOWED CHAIR IN VASCULAR HEALTH OUTCOMES RESEARCH

Dalhousie University seeks a PhD or MD Scientist to fill an endowed chair in Vascular Health Outcomes Research, generously sponsored by the Heart & Stroke Foundation of Nova Scotia and the Queen Elizabeth II Hospital Foundation within Capital District Health Authority. The Chair will complement existing strengths in research into health services access, health outcomes, population health and cell biology at Dalhousie University (ranked by The Scientist magazine as the best place in the world, outside of the United States, to conduct research). The Chair will hold a primary appointment within either the Faculty of Medicine or the Faculty of Health Professions. The Chair will have a record of research excellence in an area of heart and stroke research, including:

- 1) health services research for patients at individual, community and population levels;
- 2) health outcomes research at population, community and diagnostic levels;
- 3) risk factor identification and reduction for successful outcomes; and/or
- 4) analysis of benefits of intervention for patients, families, communities and populations.

The Chair will play a key role in the continuing development of collaborative vascular research in Atlantic Canada.

Please provide a current CV, a brief outline of five-year research goals, and three reference letters, to be sent under separate cover. Applications should be addressed to the Heart & Stroke Endowed Chair Selection Committee, Room C-203, Clinical Research Centre, Dalhousie University, 5849 University Avenue, Halifax, Nova Scotia, Canada B3H 4H7, and should be received by June 30, 2008. Consideration of the applications will continue until a suitable candidate is identified. The application CV may be reviewed by other research, clinical and administrative leaders within the Dalhousie University community. Please indicate in a cover letter the extent to which you may wish to limit such disclosure of your application prior to candidate short-listing.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified people, persons with a disability, racially visible persons and women.

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Inspiring Minds

Capital Health

HEART FOUNDATION
RESEARCH. EDUCATION. PROMOTION.

CAREERS CARRIÈRES

R.G. Haennel (Chair) at Bob Haennel Quabeta.ca or Tel: (780) 492-2889. Website: <http://www.bobhaennel.ca/> rehamed/Physica/haennel.ca. Rank and salary will be commensurate with qualifications at the Assistant Professor level. The position is available January 1, 2009. Interested applicants should send curriculum vitae and a statement of teaching and research interests and the names of three (3) references. Interested applicants may apply to: Dr. M. Ferguson-Pell, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Phone: 780-492-5991; Fax: (780) 492-1626; Email: Merlin.ferguson@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ PHYSICAL THERAPY – University of Alberta. Applications are invited for several full time clinical track positions in the Department of Physical Therapy at the University of Alberta. Preference will be given to qualified applicants who have an interest in teaching in one or more of the following areas: neurological, cardiorespiratory, or musculoskeletal physical therapy. As a department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MSc/PhD program that integrates strong clinical and evidence based practice skills. The department also participates fully in the interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currently consists of sixteen full time faculty members. Applicants must be eligible for licensure with the College of Physical Therapists of Alberta and hold a minimum of a Master's degree (PhD or equiv-

alent doctoral degree preferred). These positions will support graduate level teaching and therefore, indicators of course development and teaching proficiency are required. The initial appointment is at the Assistant Professor level and salary will be commensurate with experience. These teaching appointments may include an affiliation with a clinical faculty. For details about the positions or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta.ca or Tel: (780) 492-2889. Website: <http://www.bobhaennel.ca/> rehamed/Physica/haennel.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ PHYSICIAN – Royal Military College of Canada. The Department of Physics at the Royal Military College of Canada invites applications for a tenure-track position at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. The required qualifications are a PhD in physics or a closely related field, acceptable back-

ground to teach undergraduate and post-graduate physics courses, acceptable experience conducting research in a physics-related field and the potential to attract research funding. Although excellent candidates in all fields of expertise are sought, preference will be given to those who have a demonstrated expertise in areas such as Acoustics and Oceanography, Material Science or Space Science. The successful candidate must be prepared to teach primarily in English at the undergraduate level in a physics program and to participate in the development and supervision of undergraduate students in the laboratory and in student projects. The candidate will also be actively involved in graduate-level teaching and supervision and will be required to conduct active research programs in a field compatible with current areas of research interests within the department. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. This position will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is \$46,283 to \$84,515 and the ceiling for Associate Professor and Professor is \$101,814 and \$121,821 respectively. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested Candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Doris Meade, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, 11 Mercury Crescent, Room

212, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4; Tel: (613) 541-5511 ext. 2218; Fax: (613) 541-4496; Email: Meade.D@forces.gc.ca. The expected starting date for the positions is January 2009. The closing date for applications is 15 August 2008. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens. Candidates must also undergo a security clearance and successfully obtain a Reliability level. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cmc.ca/cic/> for further information. Candidates should email curriculum vitae and names of three references to: Ms. Doris Meade, Ressources humaines civiles (Kingston), 11 Mercury Crescent, Kingston, ON, K7K 7B4; Tel: (613) 541-5511 ext. 2218; Fax: (613) 541-4496; Courriel électronique: Meade.D@forces.gc.ca. La date prévue d'entrée en fonction est janvier 2009. La date limite d'acceptation des candidatures est fixée au 15 août 2008. Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Aussi, les candidats doivent obtenir un certificat d'enquête de sécurité avec vote de fiabilité. Les candidats ayant reçu une éducation à l'étranger du Canada doivent prouver que leurs diplômes sont équivalents aux diplômes canadiens. Pour de plus amples renseignements, à ce sujet, veuillez consulter le centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/cic/>. Il est important de noter que le collège militaire royal du Canada admet les étudiants civils au niveau du deuxième et troisième cycle, avec la possibilité d'obtenir des bourses d'étude. Aussi, les professeurs ont accès à des fonds pour soutenir leurs recherches incluant le fonds du CRSH. Le collège militaire royal du Canada est une institution mixte et bilingue. Ces postes sont offerts tant aux hommes qu'aux femmes.

seront comblées à un rang et niveau équivalents correspondant aux qualifications et à l'expérience du candidat/choisi. L'échelle salariale est de 46 283 à 84 515 \$ par année pour un professeur adjoint, et le maximum pour les rangs de professeur agé et professeur titulaire sont de 101 814 \$ et 121 821 \$, plus une indemnité provision de 3 300 \$. Le salaire de départ sera établi en fonction de l'expérience et des compétences. La nomination sera assujettie à une période de probation de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, une preuve de leur éducation en enseignement, un résumé de leurs intérêts de recherche, des échantillons de leurs publications et les coordonnées de trois références, à Mme Doris Meade, Ressources humaines civiles (Kingston), 11 Mercury Crescent, Kingston, ON, K7K 7B4; Tel: (613) 541-5511 ext. 2218; Fax: (613) 541-4496; Courriel électronique: Meade.D@forces.gc.ca. La date prévue d'entrée en fonction est janvier 2009. La date limite d'acceptation des candidatures est fixée au 15 août 2008. Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Aussi, les candidats doivent obtenir un certificat d'enquête de sécurité avec vote de fiabilité. Les candidats ayant reçu une éducation à l'étranger du Canada doivent prouver que leurs diplômes sont équivalents aux diplômes canadiens. Pour de plus amples renseignements, à ce sujet, veuillez consulter le centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/cic/>. Il est important de noter que le collège militaire royal du Canada admet les étudiants civils au niveau du deuxième et troisième cycle, avec la possibilité d'obtenir des bourses d'étude. Aussi, les professeurs ont accès à des fonds pour soutenir leurs recherches incluant le fonds du CRSH. Le collège militaire royal du Canada est une institution mixte et bilingue. Ces postes sont offerts tant aux hommes qu'aux femmes.

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SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

SCHOOL OF INTERACTIVE ARTS AND TECHNOLOGY

POSITION 1, MEDIA ARTS: MEDIA SPECIALIST (LECTURER)

We seek a lecturer in digital media production who combines skills in videography, sound, 3D or animation with analytical strengths. Applicants will normally have a graduate degree in video production, new media, cinema studies, sound, design or computer graphics/animation. The successful candidate will have strong teaching skills together with a robust background in artistic and/or media practice, and critical analysis. Candidates should have strengths in teaching written English for academic work and an ability to inspire good writing in lower division students.

POSITION 2, INFORMATION DESIGN: DESIGN (LECTURER)

We seek a lecturer able to teach design graphically and spatially. Applicants will normally have a graduate degree in fields such as graphic design, visual communications, art, architecture, or computer graphics/animation. The successful candidate should combine creative and analytic strengths across differing forms of media and technologies.

Areas of interest should include visualization, information design, interface design, interactive objects and environments and/or HCI. He or she will have strong teaching skills in conjunction with a robust background of creative practice and critical thinking. The candidate should have strengths in teaching written English, in inspiring good writing and design in lower division students.

FOR OTHER POSITION:

The successful candidate will have strengths for undergraduate curriculum development and instructional innovations. He or she should have undergraduate teaching experience and be familiar with several instructional formats, possibly to include team-based, computer-mediated and interdisciplinary approaches. All SIAT faculty must have a high degree of technological literacy regardless of their particular disciplinary background. As SIAT is a relatively new and expanding School, faculty are expected to demonstrate leadership and programme development ability.

SIAT is a vibrant, multidisciplinary programme that integrates the arts, design, science and technology. SIAT's teaching and research draw upon fields ranging from performance and media art, digital media, design and information technology. The School offers degrees at a bachelor, master and doctoral level. SIAT currently enrolls about 650 undergraduates, including the TechOne cohort first year programme. It has about 90 graduate students, some 20 of whom are at the doctoral level.

SIAT occupies purpose-built, state-of-the-art classrooms and laboratories at SFU's Surrey campus. It is the University's newest campus located in the greater Vancouver region of British Columbia. The area is home to Canada's cultural and entertainment industry and much of its digital media production. Vancouver is classed as one of the world's most desirable places to live and work with its rich cultural, natural and intellectual resources.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified men and women, including visible minorities, aboriginal peoples and persons with disabilities. The deadline for applications is 30 May 2008. All appointments are subject to funding.

Applicants should send additional information about the School at <http://www.siat.sfu.ca/> to understand better the character of SIAT and their possible contributions within it.

To apply, candidates should send a recent curriculum vitae, a description of their teaching innovations, a statement on teaching philosophy and the complete names, addresses (including email), institutional affiliation and telephone numbers of three referees to:

Director, School of Interactive Arts & Technology, Simon Fraser University
250-13450 102 Avenue, Surrey, BC CANADA V3A 0A3

Under authority of the University Act personal information that is required by the university for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/FacultyOpenings/Collection_Notice.html

JOHN MOLSON SCHOOL OF BUSINESS CONCORDIA UNIVERSITY ASSISTANT PROFESSOR MARKETING DEPARTMENT – STARTING JULY 2009

The Marketing Department at the John Molson School of Business (JMSB) at Concordia University in Montreal invites applications for tenure track positions at the Assistant Professor level starting July 1, 2009. Candidates should have a Ph.D. in hand or near completion. They should have a strong commitment to teaching excellence and a research record that demonstrates strong research potential and ability to publish in top quality journals. Qualified candidates in all areas are encouraged to apply. The usual teaching load for the first 3 years is 4 courses per year, and this load can be maintained in subsequent years if research performance is satisfactory. Teaching opportunities abound at the undergraduate level but are also available to qualified and interested individuals in the MBA, M.Sc. and Ph.D. programs as well as in executive programs. All programs are accredited by the AACSB.

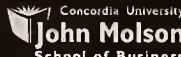
JMSB is located in downtown Montreal, with convenient access to public transit and downtown attractions. It has around 7,000 students and expects to be in its new, state-of-the-art home by the fall semester of 2009. The Marketing Department is diverse with full time faculty members holding PhD degrees from both Canada and the U.S. Many of the current members of the department have published in "A" journals. Their research interests can be perused at <http://johnmolson.concordia.ca/faculty/markstaff.html>. Research is valued and supported through generous start-up grants, and excellent computer and library facilities. There are numerous opportunities to apply for other internal and external grants.

Canadian citizens and permanent residents will be given priority. Concordia University is committed to employment equity. All positions are subject to budgetary approval.

Please send your curriculum vitae with 3 letters of reference no later than June 15, 2008 to the attention of:

Dr. Lea Katsanis, Chair, Department of Marketing
1455 De Maisonneuve Blvd. West, GM300-33, Montreal, Quebec, Canada, H3G 1M8.
Phone: (514) 848 2424 ext. 2950. Fax: (514) 848 4554.
Email: lkatsa@jmsb.concordia.ca.

A representative from the Marketing Department will attend the Summer AMA Educator's Conference.



CAREERS CARRIÈRES

d'un an. Certaines de ces positions pourraient devenir des postes permanents. Ces postes ont un profil et exigences linguistiques variées, dont anglais essentiel, français essentiel et bilingue qui requièrent l'habileté de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Pour les postes à temps plein, ces positions sont complètes à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. Le salaire maximum pour le rang de chargé de cours est de \$69 500, professeur adjoint est de \$84 515 et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de \$101 814 et de \$121 821 \$, plus une indemnité provisoire de 3 300 \$. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Pour les postes à temps partiel et à contrat, le niveau salarial ou de compensation se situe entre 3 500 \$ et 10 000 \$ par cours de un semestre dépendant du niveau du cours. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, quelques exemples de leurs publications et les coordonnées de trois références, à Mme Maggie Shepherd, Directeur des services universitaires, Collège militaire royal du Canada, Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, (ON) K7K 7B4; Tél: (613) 544-6000, poste 5285; Fax: (613) 542-3565; Courriel électronique: faculty.services@rmc.ca. Le Collège militaire royal du Canada est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Seule la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux candidates de citoyenneté Canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/ccic/>.

SOCIAL INNOVATION — University of Waterloo. The University of Waterloo's new initiative in social innovation generation is seeking two new faculty members (level open) to join the Social Innovation Generation (SIG) in 2008/January 2009. Social Innovation Generation (SIG) is a new initiative funded by the J.W. McConnell Family Foundation which is designed to address the role of knowledge production and integration in building capacity of broad systems change in Canada. Two action commitment areas are the challenges of engaging vulnerable populations (particularly the mentally ill) and building social ecological resilience. SIG@Waterloo works with partners in the policy arena (SIG@P) and capacity building for social innovators (SIG@M). The partnership, SIG works to identify areas of promising innovation across Canada, design education and research

projects to support new knowledge generation and implementation in policy and at the grass roots level, and to disseminate that knowledge through publications, courses and collaborative research networks. The two faculty members will work with the new McConnell Chair in Social Innovation and a team of six graduate students. They will collaborate with researchers across campus in such interdisciplinary centres as the Centre for Sustainability in Business, Centre for Knowledge Integration and the Centre for International Governance in Innovation. They will help to launch a new graduate and undergraduate curriculum in social innovation and transformational leadership at the University of Waterloo. The right candidates will have a PhD and a strong research background, with particular emphasis on innovation, ideally in the environmental or mental health areas. Other related research areas might include social change, technical innovation, new forms of knowledge production, institutional entrepreneurship, resilience, transformational leadership, organizational design, organizational behaviour, collaborative management, complexity theory, and/or whole system change. The ideal candidates should have demonstrated success in external grants competition, being part of problem solving teams, comfortable working in an interdisciplinary research and teaching context and interested in supporting research and teaching closely linked to social innovation agendas. Particular evidence of interest in knowledge application and willingness to be involved in change initiatives nationally and in the community will also be valued. Review of applications will begin on April 30, 2008 and will continue until the positions are filled. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Frances Westley, Social Innovation Group, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

SOCIOLOGY & CRIMINOLOGY — Saint Mary's University. The Department of Sociology and Criminology invites applications for a nine month seasonal appointment at the Assistant Professor level commencing September 1, 2008. The Department is seeking candidates with a strong record of research in introductory sociology, social justice and sociological theory. Candidates should have a PhD or be near completion. Applicants must show a record of teaching effectiveness, and provide evidence of an active research program related to the areas listed above. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activities as part of the learning environment for undergraduate and graduate students. Information about the University and Depart-

ment may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, a teaching portfolio, samples of recent publications, and contact information for three referees. Complete application packages should be sent directly to Dr. Evangelia Testagros, Chair, Department of Sociology and Criminology, Saint Mary's University Halifax, Nova Scotia, B3H 3C3. The deadline for completed applications is May 30, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

SOCIOLOGY (CRIMINOLOGY & CRIMINAL JUSTICE) — University of Waterloo. The Department of Sociology, University of Waterloo invites applications for a tenure track appointment at the rank of Assistant Professor in the area of Criminology and Criminal Justice. A completed doctorate is required, along with strong evidence of research and teaching accomplishment and likelihood of success in external grants competition. Outlets include a commitment to research, undergraduate and graduate teaching, graduate supervision and service. We are seeking a criminologist specializing in social control, juvenile delinquency and policing, including expertise in areas such as youth crime and youth justice, police decision-making, individual and social determinants of crime and recidivism, and life-course criminology (crime and deviant careers). Preference will be given to candidates with secondary experience in research methods, with a commitment to quantitative, qualitative and mixed methods. In addition to general and honours undergraduate programs the department offers a specialization in Crime, Deviance and Regulation, and Master's and PhD graduate programs, including an approved PhD field of concentration in Crime and Deviance. The department is also active in the interdisciplinary Legal Studies program and an interest in interdisciplinary research and teaching will be an asset. More information about the Department of Sociology and its programs can be found at <http://www.socology.uwaterloo.ca/>. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the criminology and criminal justice, and collaborate with other crime and legal studies specialists in advancing the university's research programs in these areas. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recent published work and evidence of teaching accomplishment, as well as to arrange three letters of reference sent directly to: Professor G. Keith Warriner,

Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Phone: 519-888-4567 ext. 33678, Fax: 519-845-3206. Applications will be considered until the position is filled with an anticipated starting date of July 1, 2008. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

STATISTICS — University of Prince Edward Island. The Department of Mathematics and Statistics invites applications for a term position in statistics (July 1, 2008 to April 30, 2010). While the appointment is expected to be made at the level of Assistant Professor, the Department would consider applicants at a more senior level. Candidates should have a doctoral degree in statistics at the date of appointment, have demonstrated the capacity for independent research of excellent quality and a strong commitment to, and excellence in, undergraduate teaching. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the undergraduate level. Applications with a curriculum vitae, a list of publications, a research outline, a statement on teaching, evidence of teaching ability, including any available student evaluations, should be sent to: Dr. Ann Ryan, Statistics Search Committee Chair, Department of Mathematics & Statistics, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada, C1A 4P3; Telephone: (802) 566-0508; Fax: (802) 566-0465; E-mail: drann@upu.ca. Also, please arrange for three reference letters to be sent directly to the Chair of the Statistics Search Committee, with at least two addressing teaching ability. The Search and Advisory Committee will begin reviewing applications May 23, 2008; however, the position will remain open until filled.

URBAN & REGIONAL PLANNING — University of Waterloo. The School of Planning at the University of Waterloo invites applications for four tenure-track positions. These positions will complement the School's established strengths in urban and regional planning, and contribute to the Faculty of Environmental Studies' emerging strategic directions, further details may be obtained at <http://www.fes.uwaterloo.ca/> planning. Areas of Urban Economics and Public Finance, with expertise in the economics and financing of land development, infrastructure and sustainable communities. Familiarity with the public sector context, particularly municipal government is required; by Environmental Planning, with a focus on the interface between applied ecology and sustainable community planning with a specialization in evaluating the impacts of plan-

ning decisions on biophysical/ecological processes when planning green cities, urbanizing regions or healthy communities. Requires a strong theoretical and practical understanding of environmental planning; c) Simulation, Forecasting and Spatial Modeling, with a focus on supporting planning analysis and policy development including the application and assessment of urban simulation models, forecasting models (e.g. land-use, population and business dynamics, transportation or ecosystems) and/or comprehensive spatial analysis with spatial data (GIS) would be beneficial; d) Comparative Urban Planning and Policy, with a focus on comparative urban policy, urbanization and planning processes and practices with transference to and from the Canadian context. Expertise in developing countries, international comparison or concentration on the urban system for a specific country. Particular interest is in the individual who can contribute to the School's active international teaching and research agenda with a South East Asian focus. Applicants should have or expect to receive a PhD in Planning, or a closely related field, and have a strong commitment to teaching and research. Successful candidates for these positions are expected to qualify for membership in the Canadian Institute of Planners. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, approach to learning and teach-

ing goals, and the names, addresses, e-mail addresses, telephone and fax numbers of four referees. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1. The appointment is expected to commence on August 1, 2008.

ACCOMMODATIONS

GOING ON SABBATICAL? — SabbaticalHomes.com caters to minds on the move. CAUT members feel at home no matter where they go. Long and short term, home-exchanges and house-sitting opportunities for academics available since 2000 at <http://sabbaticalhomes.com>.

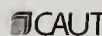
EDINBURGH, SCOTLAND — Edinburgh, Scotland fully furnished 3-bedroom flat for rent from September-October 2008 and/or January-June 2009. Contrary to local media reports, all modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x7650 Trent University. Email: kchittick@trentu.ca or sbrown@trentu.ca.

HALIFAX, NOVA SCOTIA — 2 Bedroom Victorian townhouse available for rental January-June 2009. Heritage property with beautiful garden, fully furnished, within 30 minutes walk of downtown, Dalhousie, NSCAO, \$1650 per month, all utilities and weekly cleaning included. Call Chris Fenn (902) 457-6223. Email: chris.fenn@smvu.ca.

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In this broad and evolving position, you will play a major leadership role in positioning BCIT's School of Health Sciences to address the growing demand for trained and qualified healthcare technologists. Add vision, strategic thinking, design and academic oversight to the diagnostic imaging programs, biomedical and core curricula within the School. Work closely to advance practice through a School-wide learning and teaching plan, applied research activities, and strategic international initiatives as healthcare practices and technologies expand. Maintain close touch with the School's partners in industry and the healthcare system as you build enrolment and expand the population of accomplished frontline healthcare professionals. In addition to your Master or Doctoral preparation, you have significant career credentials in healthcare and academia. A staunch believer in advancing innovation academic practices, you are ready to apply your considerable energy and insight to a unique Canadian institution. Project 8861.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. BCIT is an equal opportunity employer. All responses to The Caldwell Partners are confidential. Please indicate your interest in Project 8861, 8862 or 8892 through the "For Candidates" section of www.caldwell.ca or by email to vancouver@caldwell.ca.

The British Columbia Institute of Technology's School of Health Sciences is striving to reduce the gap between supply and demand for healthcare professionals in BC. Adding to the already unique specialty nursing and allied health program offerings, BCIT will offer the first three year baccalaureate nursing degree in the province. BCIT's School of Health Sciences seeks three key leaders who will add both academic and administrative impetus to the School and will lead key strategies in partnership with faculty and external stakeholders in setting future direction. If you're looking to make an even greater impact in healthcare, working with a forward looking, responsive institution, join us as...

ASSOCIATE DEAN, BACCALAUREATE NURSING

In this role, you will play a significant part in expanding the population of highly qualified and much needed nurses across BC and Canada. With your vision of partnership and innovation, and by working in collaboration with faculty, you will take responsibility for the implementation of School level educational strategies and objectives to ensure the success of the Nursing Degree program. Oversee budgets and operating practices. Contribute to the ongoing development of relevant courses that keep BCIT in the educational vanguard, including transforming the Nursing Degree program and ensuring effective partnership with health authorities. As with other Associate Dean roles, ensure full enrolment of Canadian and international students. In addition to your nursing background, you will hold Master's or Doctoral academic credentials. A passionate advocate of nursing education contributing to the interdisciplinary continuum of care, your career includes sound clinical, management and academic experience. Project 8862.

ASSOCIATE DEAN, SPECIALTY NURSING

BCIT currently offers specialty nursing certificate and degree programs in nine specialty areas, designed to prepare registered nurses for employment in specialty nursing practice. With programs including Critical Care, Emergency, High Acuity, Neonatal, Nephrology, Occupational Health, Pediatric and Pediatric Critical Care, Perinatal, and Perioperative, you will play a truly unique role in representing the School with partners in the healthcare sector. A key element of your role will be working to ensure BCIT's specialty nursing programs are relevant and directly aligned to meet the needs of the health authorities. In addition to your Master's or Doctoral degree, you have teaching experience and are likely a professional practice leader with established relationships in British Columbia's healthcare system. You have a strong knowledge of the necessary link between practice and teaching, and you are ready to take on a challenging but incredibly rewarding position. Project 8892.

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Singing the Blues: The CBC & The Universities

By WILLIAM BRUNEAU

IN MARCH 27, 2008, the CBC sent an emissary to Vancouver. He was Mark Steinmetz, the head of CBC Radio music. This highly-placed bureaucrat came to tell the CBC Radio Orchestra that it would be disbanded in November.

The orchestra has a 70-year history. Its players are virtuoso musicians and its conductors a who's-who of Canadian concert music. Its budget once allowed for biweekly studio broadcasts and recording sessions. It has been heard and loved across Canada, decade upon decade.

In earlier times, there were other CBC radio orchestras, including the Toronto-based CBC Symphony of the 1950s and 1960s. But for some years now, the Vancouver-based CBC Radio Orchestra has been North America's only broadcast ensemble.

The orchestra commissions and performs new works and showcases exceptional Canadian performers and conductors in addition to presenting established classics of the last 500 years to a national and international radio audience. The orchestra could — and still can — do this because its players are excellent and because it need not win popularity contests with commercial radio stations.

In short, the orchestra became a poster child for the Mother Corporation, living proof the CBC understood its mandate and lived up to it.

It is worth noting there are more than two dozen radio orchestras in Europe and the Americas, with a dozen in Germany and Austria alone. Politicians and cultural leaders in those countries find good reasons to keep their orchestras alive and well. There's a broad consensus that they operate at little cost — the price for our orchestra was about \$500,000 in 2007-2008 — and produce hugely positive results.

Warning for What's Coming

NOW THE CBC Radio Orchestra is destined to die. It is something of a canary in the national mineshaft. It has been happily committed to playing the best music and especially the best Canadian music. It is a flagship of Canadian creativity and community. Its concert last year in Nunavut made points about sovereignty that any number of naval vessels could not do. Besides, it's fun to hear them play. In November, it passes out of this mortal coil.

The singing canary is a loyal creature. It sings until and unless it is deprived of oxygen or overcome by poisonous mine gas. In this case, the oxygen is cash and the gas is a form of short-sighted populism. Steinmetz insists the CBC must change — that it wants to be a mirror for musical activity in Canada. But the unhappy fate of the orchestra "canary" means the whole purpose and mandate of the CBC are at risk.

CBC management believes that to be a "mirror," CBC must restrict the hours when classical music can be played and must dissolve the orchestra. If the CBC is to be a mirror of Canadian culture, it means giving in to the creed of populism. In that creed, pop, rock, hip-hop, easy-listening and world music are good just because they dominate the airwaves and the listening habits of young Canadians.

It's a tempting and insidious idea. After all, many Canadian artists perform pop, rock, folk, traditional and world music. They deserve to be heard and not only on commercial radio. But what a huge difference between a station where hosts spin records and a radio that features the thinking music of a nation — our music, our composers and our performers.

By now, readers of the *Bulletin* will recognize unpleasantly familiar sounds and smells.

For the CBC story begins with budget cuts, continues with "mandate slip" and confusion in governance, and ends with the evisceration of a public institution. Surely the recent history of Canadian public post-secondary education offers analogies in all three of these aspects.

Budgets

PROVINCIAL GOVERNMENTS hit Canadian universities and colleges with sharp cuts in the early 1970s and again in 1983-1985. By 1983, the University of British Columbia would close an entire department and end the appointments of 13 tenured faculty members. UBC did it with regret, but they did it.



All my life, I've thought of the CBC as a kind of university of the air, says William Bruneau.

The cuts produced not only a lengthy crisis in faculty morale, but also, as the facts show, a deep crisis in the governance of higher education.

So with the CBC, when the loss of mandate-driven programming began with federal finance minister Paul Martin's funding reforms and continues under management able and apparently happy to lop off whole entities (viz. the orchestra) and revise programming to suit the "market." It is a failure of governance when a whole department can be "lopped off." Similarly, it is a failure of governance when a public broadcaster gives in to populism, managerialist fantasy and budgetary convenience.

Mandate Slip

By 1995, as core funding dried up, university presidents found themselves under pressure when became obvious they would not receive significant new federal or provincial funding.

Administrators were nevertheless expected to use performance indicators and new "accountability" measures, if they were to receive any public funding. Grants, page counts, good PR, high graduation rates, high graduate employment rates, patents and an invention's commercial potential, all of these became dominant considerations in university governance and in the daily life of classroom and laboratory teaching.

It was possible during the past three decades to neglect the central mandate of public post-secondary higher education: to provide excellent instruction in all fields of inquiry, to make that instruction accessible to every Canadian citizen capable of benefiting from it, to conduct research in every area of art and science, to build cultural strength and sustainable economic activity and to serve the public interest.

The mandate may be understood and interpreted in different ways in different regions of the country, yet the mandate remains. Or does it?

In the last 30 years the post-secondary mandate has noticeably weakened. The drive to build our reputation in Asia and Europe and to keep our ranking in lists such as the Times Higher-QS "World University Rankings" has been a distraction. So has the pressure on universities to show direct economic utility and the unceasing demand that universities be quick and nimble in their dance to the job market's tune.

None of this has helped lower tuition fees, reduce class

sizes, encourage a sensible professorial workload, encourage participatory university government, or provide for transparency in the universities' relations with corporate Canada.

Evisceration

OUR COMMON EXPERIENCE — with the CBC and the universities — is easy enough to see: Martin's cuts, the fiscal donthingism of the present Conservative government and the endless triumph of managerialism.

The parallels are striking, but so are the differences.

In the post-secondary education sector, we live in a strange world of vast expansion and endless cuts. In British Columbia, five universities were created this spring. In Quebec and Ontario, the overall number of places has risen significantly in the past 15 years. Funded research is now a crucial element in the budget-balancing work of universities across the land.

Similarly the CBC has been funded to increase its reach across Canada and through the Internet, to the world. New universities . . . new FM radio stations.

Still, it is dauntingly difficult to know how and why universities are using their provincial grants and their endowments and how and why the CBC board of directors chose to axe the Radio Orchestra and reduce its commitment to classical music.

At the CBC the ridiculous fixation on audience numbers — that is, with performance indicators — has undermined, and will continue to undermine, the autonomy and the intelligence of the public broadcaster. In my experience, Radio 2 has become nearly unlistenable for much of the day. One wonders how, in even the remotest of senses, its activities could be argued to follow from its legislated mandate. Under Steinmetz et al., it has become a purveyor of idiocy in the evening, and Kulcher lite in the afternoon.

I judge CBC is in worse shape than the universities.

Our governance arrangements have helped to keep us autonomous and less susceptible to mandate slip. Our sheer size also helps. The CBC budget in 2007-2008 was \$1.7 billion, whereas in 2006-2007, the University of Toronto spent \$1.2 billion and UBC had revenue of \$1.57 billion. Our canary is not going to expire this year or next.

The CBC has few potential sources of new income since it is politically inexpedient to reintroduce advertising on CBC Radio. Worse, its board of political appointees operates inside a kind of black box. Still worse, its upper management is willing and able to accept as gospel that the latest management trends and their own take on the Canadian cultural "temperature" are enough to guide them in making corporation policy.

The CBC Radio Orchestra may be the next victim of underfunding, of mandate slip and of managerialism gone amok. In six months the axe falls on the orchestra, and in the time remaining a national campaign may save it, and with it, an intelligent and culturally responsible Radio 2. On the other hand . . .

All my life, I've thought of the CBC as a kind of university of the air. Indeed, we had a programme of that name when I was in high school. For a music-lover, the appearance in the 1960s of CBC FM (later Radio 2) was a dream come true, since it gave us a remarkable medium for musical, literary and general cultural expression showing what our country was and could be.

The universities and the CBC really are all about the common, or "public" good. In the short term, we owe it to ourselves to pay close attention to the CBC's fate and do what we can to save it — from its own managers, if need be. We may not be heading ineluctably down the CBC road, but we must be vigilant to ensure we choose a different and better road. ■

For information on a series of national campaigns to save the CBC Radio Orchestra and to resurrect Radio 2 as it ought to be, see <http://standonguardforcbe.ca>.

William Bruneau is professor emeritus at the University of British Columbia and a member of CAUT's Academic Freedom and Tenure Committee.

The views expressed are those of the author and not necessarily CAUT.